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NATIONAL UNION

OF

ELEMENTARY TEACHERS.

OBJECTS OF THE UNION.

I. To unite together, by means of Local Associations, the Public Elementary Teachers throughout the kingdom, in order to provide a machinery by which teachers may give expression to their opinions when occasion requires, and may take united action in any matter affecting their interests.

II. To afford to the Education Department, to School Boards, and to other Educational Bodies the benefit of the collective experience and advice of Teachers on practical educational questions.

III. To improve the general education of the country by seeking to raise the qualifications and status of Public Elementary Teachers, and by opening out a career to the best qualified Members of the Profession.

IV. To watch the working of the Education Act; to promote the insertion of such new Articles in the Code of Regulations as may from time to time be found necessary in the interests of Public Education; and to secure the removal of such regulations as are detrimental to the cause of educational progress.

V. To establish a Scheme, whereby retiring allowances may be secured to aged and incapacitated Teachers, and to seek the removal of such restrictions from the existing Pension Minutes (1877) as were not contained in the Minutes of 1846 and 1851-61.

VI. To establish Provident, Benevolent, and Annuity Funds in connection with the Union for the benefit of the Scholastic Profession.

VII. To establish and support in connection with the Union an Orphanage and Orphan Fund for the Children of Teachers.

VIII. To raise Teaching to the dignity of a Profession, by means of a Public Register of duly qualified Teachers for every class of Schools; by the appointment of a Representative Educational Council; and by the creation of a Ministry of Science and Education.

THOMAS EDMUND HELLER, *Secretary.*

7, ADAM STREET, ADELPHI, W.C.

RULES.

Title.

1. That this Union be called the National Union of Elementary Teachers.

Constitution.

2. That this Union shall consist of such Associations of Elementary Teachers in England and Wales, of five members and upwards, as may unite to form it.

3. That any number of Associations not less than three may unite to form a District Union, provided always that no District Union shall contain less than an aggregate of fifty members.

Annual Conference.

4. That a Conference be held annually, consisting of the Executive, the Ex-Presidents, and the representatives elected according to Rule 9.

Conference after 1878 be held in London, and at each intervening year at the

5. That the Annual Conference be held at Easter; and that the place of meeting be agreed upon by ballot at the previous Annual Conference, but that Conferences may be held for special purposes at such times and places as the Executive may deem expedient, provided always that not less than seven days' notice be given to the Secretaries of Associations in Union.

6. That the Annual Conference shall elect a Vice-President, a Treasurer, a Secretary (in case of a vacancy), and twenty-four other members of the Union, as members of the Executive.

7. That at the opening of each Conference the Standing Orders prepared by the Executive be read, and, if approved, adopted. Scrutineers shall be appointed by the Conference to count up the votes and to report to the President the result of the election.

8. No business shall be commenced in any meeting of Conference unless at least forty representatives are present, and if at any time during the sittings of Conference the attention of the President is drawn to the fact that less than forty representatives are present, the business shall be suspended.

Representation in Conference.

9. That each Association be permitted to send to Conference one representative for every ten members up to a maximum of ten representatives; but that such Associations of less than ten members be permitted to send one representative.

10. That representatives chosen by the Associations in Union for the Annual Conference be recognised as such at any special Conference during the ensuing year.

11. That any member of the National Union may represent more than one association, if he be duly chosen, and his appointment notified to the Secretary of the Union.

12. That the full names and addresses of the chosen representatives shall be sent to the Secretary of the National Union of Elementary Teachers not less than twenty-eight days before Easter in each year; otherwise the elected representatives will not be recognised at the Conference.

Voting Power.

13. That each association shall have in Conference one vote for every member.

14. That the number of votes belonging to an association may be divided amongst its representatives present at the Conference.

15. That the Secretary of each association shall send to the Secretary of the National Union, not later than the 31st day of December in each year, a correct list of members, alphabetically arranged, giving the full names and addresses of each member whose subscriptions for the year then ending is paid to the Treasurer of the National Union, and that this list shall determine the voting power of that Association at the ensuing Conference.

Executive.

16. That the Executive shall consist of the President, Vice-President, Ex-President, Treasurer, and the Secretary of the Union, together with such other members as may be elected according to Rules 6 and 19.

17. That the Executive meet monthly, and at such other times as the President and Secretary may deem fit; that these meetings be held in London or such other places as may be agreed upon by the Executive; and that the Secretary be required to summon a Special Meeting at any time on receiving requisition signed by four members of the Executive, who shall state in writing the objects of such meetings.

18. That in any meeting of the Executive duly summoned seven members shall form a quorum.

19. That each District Union may elect a representative on the Executive, but no charge shall be made upon the funds of the National Union for the expenses incurred by the attendance of such representatives at meetings of the Executive.

20. That should any of the offices mentioned in Rule 6 become vacant during the year, the Executive be empowered to fill up such vacancies until the next Annual Conference.

21. That if any member of the Executive elected by Conference shall be absent for three successive months from the meetings of the Executive and its Committees, without reasons which are considered sufficient by the Executive, such person shall cease to be a member, and shall not be eligible for re-election until the next Annual Conference.

22. That the travelling expenses of the members of the Executive elected by Conference, in attending meetings of the Executive and of Conference, be defrayed out of the funds of the Union.

Subscription.

23. That the annual subscription to the National Union from each association shall be at the rate of not less than two shillings and sixpence per member.

NOMINATIONS OF OFFICERS AND OTHER MEMBERS OF THE EXECUTIVE.

24. (*a*) That each association in union may nominate one member of the N. U. E. T. for each office. (*b*) That each association in union may nominate one member of the N. U. E. T. as a member of the Executive. (*c*) That all nominations be sent to the Secretary of the Union not less than twenty-one days before Easter.

ELECTION OF OFFICERS AND OTHER MEMBERS OF THE EXECUTIVE.

25. That the election of officers and of the Executive be made in the following manner:—(*a*) The Vice-President of one year shall be the President for the succeeding year. (*b*) The Secretary shall prepare voting papers containing the names (classified) of existing officers and Executive, and of candidates nominated according to Rule 23. (*c*) Copies of the said voting papers shall be given to each duly appointed representative before the close of the first session of Conference. (*d*) In voting, each representative shall place the number of votes held by him against one name for each office, and against twenty-four names for the Executive. (*e*) The poll for officers shall be closed one hour after the opening of the second session, and the result declared by the President before the end of that session. (*f*) The poll for the Executive shall be closed one hour after the opening of the third session, and the result declared as soon as it can be ascertained.

26. The President shall declare the candidate having the largest number of votes for each office respectively to be duly elected; and also, of the other candidates for the Executive, the twenty-four receiving the highest number of votes.

27. That the Secretary shall forward to each duly recognised member of Conference a copy of the Nomination List; a copy of the General Balance-Sheet, duly audited for the year ending on December 31st next preceding; and a copy of the Conference Agenda, not less than seven days before Easter. The Secretary shall also forward to the Secretary of each affiliated association not later than March 1st in each year, a copy of the Balance-sheet, duly audited.

ANNUAL REPORT.

28. That the Annual Report and List of Members be issued early in the year, and in any case not later than seven days before Easter. The Balance Sheet and the Report of the Executive shall be published in the Annual Report.

NOTICES OF MOTION FOR CONFERENCE.

29. That all notices of motion from Local Associations and District Unions for the Annual Conference be forwarded to the Secretary of the N. U. E. T., not less than two months before Easter. That no notices of motion be placed on the Conference Agenda, except those agreed to by the Executive, by a District Union, or by a Local Association.

ALTERATION OF RULES.

30. That no alteration in or addition to these Rules be made except at the Annual Conference, and that notice of any proposed alteration or addition be sent to the Secretary of the National Union of Elementary Teachers at least six weeks before the Annual Conference.

LIST OF FORMER PRESIDENTS.

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GRAVES, Mr. J. J., Lamport Endowed School, Northampton.

1871.

LANGTON, Mr. J., M.A., Training College, Darlington.

1872.

OSBORN, Mr. W., Hope-street British School, York (*Deceased*).

1873.

SMITH, Mr. T., Hampden Gurney Schools, Marylebone, W.

1874.

MOORE, Mr. H. J., British School, Cheltenham.

1875.

DEVONSHIRE, Mr. J. H., Wesleyan School, Mintern-street, New North-road, Hoxton, N.

1876.

SELDEN, Mr. G., 30, Granville-street, Alexandra Park, Manchester.

1877.

GARDNER, Mr. W., St. Chrysostom's School, Liverpool.

1878.

DAY, Mr. T. N., British School, Abbey-street, Bethnal Green, E.

1879.

GROVE, Mr. J. W., All Souls' Schools, Langham Place W.

ELEVENTH ANNUAL CONFERENCE, 1880.

THE Eleventh Annual Conference of the Union was held in the Royal Pavilion, Brighton, on March 29th, 30th, and 31st, and April 1st, 1880. The Chair was taken by Mr. J. W. Grove, the retiring President, at 7.30 P.M. on Easter Monday; and after some preliminary business, Mr. G. J. Rankilor, St. Clement's National Schools, Nechells, Birmingham, was installed as President for the year 1880-1. Mr. Rankilor conducted the business with ability, and in the course of the First Session delivered his inaugural address. About four hundred Representatives from all parts of the country attended the Conference. The most complete and satisfactory arrangements had been made by the Brighton Local Committee for the comfort and convenience of the members of Conference.

PRESIDENT'S ADDRESS.

LADIES AND GENTLEMEN,—The first duty which I, as your President, have to perform is to bid you a very hearty welcome to this our Eleventh Annual Conference. The position in which you have placed me is one of great and increasing responsibility, and the task of preparing the usual address has not been lightened either by a vivid recollection of the able and exhaustive utterances of my predecessors in this chair, or by the knowledge that special papers, dealing with subjects of the greatest interest to us as a profession, will be read in the course of our proceedings.

INCREASING INTEREST IN THE N. U. E. T.

Since our last Conference we have passed through a period of comparative, and, I trust, recuperative rest. We may fairly claim to have advanced both in the estimation of teachers, and, what is to us a source of no small gratification, in the thoughtful regard of educationists outside of our own ranks. The increase in our numbers, the newly-developed interest in the work of the Executive, the highly-cultured causticity of our educational and other critics, and the pitiless candour with which our shortcomings, real and supposed, have been treated in the press, are welcome proofs of the accuracy of the first statement, while the municipal recognition so gracefully accorded to teachers, as such, by the Right Hon. The Lord Mayor of London, the Mayor of Birmingham, and others, sufficiently demonstrates the truth of the second assertion. But much yet remains to be accomplished, and I desire cordially to invite the co-operation of those teachers who, at present, are non-members. The influence exerted by the Union during the past ten years has been unobtrusive but powerful, and it may be said with truth that a majority of the beneficial changes introduced from time to time into the Code, to the advantage of all teachers alike, whether members or non-members, owe at least their initiation to these Conferences, and to the labours of the Executive. "The N. U. E. T." said the Rev. John Rodgers, at Nottingham

"exists for the purpose of establishing the position of public elementary teachers, and to show to the world that they are worthy of the important position they occupy. . . . The Union and the elementary teachers ought to be co-extensive. I think every national school-teacher, male and female, head and assistant, ought to be a member, for the purpose of lifting up this part of the profession to its proper level." Mr. Alderman Collings, when presiding at a public meeting, convened last September by the Council of the Birmingham and District Union, gave similar advice:—"Those connected with scholastic matters know how influenrial your Union is. I think you are quite right to organise, because, without organisation, you are like little rills on the mountain side, which will never become rivers unless they unite. I am glad to find that you do not deal with personal interests alone, for if we look at the subjects which you discuss in public, we find that they are to a great extent, purely educational. I hope every teacher will join your Union, both for his own interest and for the public good."

"CASES OF DIFFICULTY."

The importance of the results already achieved by the N. U. E. T. on behalf of teachers and education can scarcely be over-rated, for it has created in the public mind a truer estimate of our work and position, it has checked unsound educational legislation, and it has also secured many acknowledged improvements in the Code. Great, however, as this public influence has been, I attach at least equal value to that moral force which, exerted privately and unostentatiously, has proved so beneficial to many of our members in times of perplexity and trial. From the Report of the Executive for the past year, I gather that more than 750 "cases of difficulty" have been dealt with during the past seven years. Most of these have been amicably settled by the action of the Union, some have been carried into the county courts, and a few into the superior courts of law. Several valuable decisions have been obtained, and the relations between managers and teachers have, on the whole, been improved. Such facts as these abundantly prove the claim which the Union undoubtedly has to the confidence and support of the entire profession.

DUTY OF TEACHERS AS CITIZENS.

And now permit me to ask whether the time has not arrived when the practical experience of teachers should be brought to bear more directly upon the formation of public opinion, at least so far as the great question of national education is concerned. Is it not true that our work as educators has been restricted so rigidly to the schoolroom and the child, that we appear almost to have lost sight of our duties and privileges as citizens? The Act of 1870 most wisely developed a latent but powerful educational force. The establishment of School Boards gave to every ratepayer a direct personal interest and influence in national education, and Mr. Forster may well feel proud of the satisfactory results already achieved by means of the machinery which his statesmanship set in motion. The future usefulness of School Boards will, however, be greatly impaired and their progress retarded, if the test of fitness for membership is in the future to be a political rather than an educational qualification; a promise to "keep down the rates," rather than a determination to give to the working classes a wisely liberal education. Much mischief has been wrought by the plausible and too often uncontradicted platform nonsense uttered by ill-informed candidates, and in all such cases the intervention of the experienced teacher is both a necessity and a duty. We regard the education of the country as of supreme importance, we rejoice that it is no party monoply, and gladly recognise the fact that it numbers amongst its best friends eminent men of all shades of political opinion. The progress made since 1870 has been steady and continuous, and we sincerely hope that no un-

wise changes will be permitted to arrest it. It is quite true that the education estimates have largely increased, but when we remember that the additional money is paid only for full value previously received, and that, according to Mr. Forster, the increase is due to "the teaching of the lowest elements—reading, writing and ciphering—to those children who have been swept by the Education Act into the schools," the extra cost really affords good ground for national satisfaction rather than complaint. But, further, the money thus expended is immediately reproductive, and that in a far higher degree than the millions so readily voted for other and more questionable purposes. The country is certainly passing through a period of great commercial depression, and retrenchment in the national expenditure is both desirable and necessary. But an appeal to the constituencies on this question would show, I am sure, that in their opinion the education grant is the last to which the pruning knife should be applied. Is it not somewhat strange that the first reactionary note should be sounded by the Vice-President of the Council, and re-echoed by Mr. Matthew Arnold in his last report? "Popular education," says the Inspector, "has had its moment of high favour in this country, and nobody has asked questions about its cost, so long as the prosperity of the country was increasing by leaps and bounds. I confess I am afraid of the cold fit following the hot one, in a season of less prosperity. I am afraid of a storm of discontent and obloquy raised against our very expensive system of elementary schools, and of the outlay upon them being as much overshrunk as it is now, I think, overswollen." Teachers who are brought more or less into daily contact with the working classes in our large towns do not share Mr. Arnold's fears. The cold fit, which the Inspector so greatly dreads, has not yet afflicted the overburdened ratepayer, and the reason may easily be divined—he gets full value for his money. There are those, doubtless, who consider that the so-called working-classes are being over educated, and thus rendered unfit for the duties of their station. Such objectors forget that in this country class overlaps class, and that no sharp dividing line can in any case be drawn between them. They lose sight of the fact that the poorest children attending our Elementary Schools "have been born with the full faculties of moral, intellectual, and religious beings; that they are as capable, when instructed, of studying the works of God, of obeying His laws, of loving Him, and admiring His institutions, as any class in the community; in short, that they are rational beings, capable of all the duties, and susceptible of all the enjoyments which belong to the rational character"; and that, consequently, "no education is sufficient for them, which leaves any portion of their highest powers waste and unproductive" (Combe). "I have no sympathy whatever," says Dr. Chalmers, "with those who would grudge our workmen and our common people the very highest acquisitions which their taste, or their time, or their inclinations, would lead them to realise; for, next to the salvation of their souls, I certainly say that the object of my fondest aspirations is the moral and intellectual, and, as a sure consequence of this, the economical advancement of the working classes,—the one object which, of all others in the wide range of political speculation, is the one which should be the dearest to the heart of every philanthropist and every true patriot." We are, I fear, approaching another educational crisis, but, thanks to this organisation, we are fully prepared to meet it. The views of the N. U. E. T. on various subjects have already been brought prominently before candidates for Parliamentary honours, irrespective of party colour; and although pledges have very properly not been required, we may fairly assume that many members of the new House of Commons will be disposed to consider favourably any educational measure which has the support of this Union. It is somewhat amusing, though not very surprising, to find objections raised to legitimate action of this kind. A newly developed political force, intelligently directed, is doubtless an important factor in determining the result of an election, and might even upset all the previous

calculations of aspiring candidates and their friends. But I doubt whether even this pathetic consideration will induce teachers, who pay their quota to the local and general taxation of the country, practically to disfranchise themselves by remaining passive spectators of a contest which they have the power materially to influence, and in which their best interests are involved. And why is such an act of self-sacrifice expected from us? There no doubt remains a considerable amount of misconception as to the nature of the relationship which exists between ourselves and the Education Department. Not a few well-meaning, and, in their sphere, influential individuals, still regard us as the charity children of the Department, the flower, it may be, of the "lower classes," taken in hand in a spirit of the purest unselfishness, by a paternal Government to whose service we should consider ourselves ever bound by ties of the deepest gratitude. Now this poetical fancy may be very touching, but it is "an airy nothing" nevertheless. A retrospective glance will show that free College training, certificates bearing a money value, pensions, &c., were inducements which the Lords of the Committee of Council on Education were compelled to offer, because they could not otherwise secure a sufficient supply of candidates. Anything like patronage was conspicuous by its absence, and the teacher was welcomed as the friendly ally of the Government in its crusade against ignorance and vice. But in 1862 this pleasant relationship was rudely interrupted, and, if the severance had been absolute instead of partial, it would not have been an unmixed evil. But, unfortunately, freedom from Civil Service privileges did not carry with it immunity from Civil Service disabilities, and this is the anomaly that we wish to see removed. And how may this be done? By transferring to a Representative Educational Council, incorporated by Act of Parliament, the sole power to grant diplomas to teachers. The advantages of such a change are manifest. The certificate, which has been unnecessarily degraded to a mere license to teach, would be restored to its original and proper position as a permanent stamp both of scholarship and of practical skill in the art of teaching. Its value would be a fixed quantity, measurable by managers of schools and by the public, and not liable to variation in the interests of "supply and demand." Annual endorsements, distasteful alike to inspectors and teachers, would cease; and, further, a diploma thus granted might easily be graded to meet the requirements of higher as well as of elementary schools, thus opening up a much needed career for teachers within their profession.

DR. PLAYFAIR'S BILL.

We have naturally watched with considerable interest Dr. Playfair's "Teachers' Organisation and Registration Bill." The right honourable gentleman, in an able address delivered on January 12th, 1877, asks, "How is it that teachers have not already obtained the dignity and security of an organised profession? The craft of teaching, and the craft of medicine, have gone through similar experiences, though they have not reached the same end. In Great Britain teachers and doctors were developed in a like way from the professed religious classes," and yet "teachers, who form a far more numerous body than medical men, have as yet no professional recognition in this country. . . . We may feel a sense of surprise that teachers have not yet compelled a distinct recognition of their profession, in order to secure to themselves the embodied strength due not only to their numbers, but also to the supreme importance of their art. The fault lies with them, and not with the public. . . . It is strange that the very art, which has for its avowed object to lay the foundations of every profession, has for itself no recognition as a profession in this country. No doubt an important beginning was made when the teachers of primary schools obtained a professional recognition in a more or less satisfactory way. Before long,

in England and Wales, 30,000 head teachers will be in this position, . . . and will ultimately require 30,000 certificated assistants. So that, to begin with, 60,000 certificated teachers for this one section of the kingdom, offer a broad basis for a professional superstructure." What a bright prospect of a united profession, embracing fully qualified teachers of all grades, seemed to be dawning upon us! The "broad basis for a professional superstructure" having been laid, what remained but to build upon it? With strange inconsistency, however, the third clause of the Bill limits its operation "to schools at which intermediate education is supplied," and expressly excludes not only certain specified schools dealt with in the Act of 1866, but also all public elementary schools. It is therefore evident that, should the Bill in its present form become law, all anticipations of a consolidated and self-regulated profession may at once be dismissed, for teachers and schools will alike be divided into three sharply-defined classes—higher, intermediate, and elementary, —and it will be very difficult, if not impossible, to bridge over the gulf between them. Parliament may soon be expected to deal with the Education question in its entirety, from the primary school to the University. The necessity for graded schools is now generally acknowledged, and the cohesion of the system can only be secured by making the transition from the lowest to the highest grade school as easy for the teacher as for the child. At the close of the address from which I have already quoted, Dr. Playfair says:—"The future of teachers is in their own hands, and must be determined by themselves, at all events in great part. Government will no doubt insist, in the case of endowed schools, as it has already done for primary schools, that teachers in the future shall be trained and certificated. . . . . If private teachers shun certificates of capacity, as well as competent examinations of their teaching, the public will soon learn to shun the teachers. In the interests of both, therefore, it is desirable to promote the organisation of a teaching profession, not only because such an incorporation would greatly add to the security of the tenures of teachers, and to the adequate remuneration of a laborious vocation, but from the higher motive that it would immensely promote the cause of education." May we not venture to hope that the scope of the Bill will be so enlarged as to render such an organisation possible?

"OVER SUPPLY" OF TEACHERS.

But, important as this question of Certification undoubtedly is in itself, it is closely connected with another subject of vital interest to us at the present moment —namely, the over-supply of teachers. From the memorial forwarded to the Department by the Executive, it appears that an effective staff at present exists for an average attendance of 3,823,840 children, whereas the average is now only 2,405,197. We are thus brought face to face with the fact that the supply of teachers is very far in excess of the demand. Members of School Boards and voluntary managers are naturally disposed to avail themselves of this glut in the market, and the result has been not merely a dimunition of the average salary offered in advertisements, but a serious reduction—in some cases as much as 20 per cent.—in the incomes of long-tried and efficient teachers. And here I would note that a satisfactory solution of this difficulty is most desirable from a public as well as a professional point of view, for a general depression of salaries will inevitably result, not only in the loss of the best teachers, who will, as was the case in 1862, obtain other and more lucrative employment, but also in seriously diminishing the supply of suitable candidates. Inferior workmen can only produce inferior work, and a powerful check will thus be placed upon the satisfactory progress of the past nine years, and that, too, at the very time when vast sums of money have been wisely and willingly spent in the erection and furnishing of admirable school buildings. A more shortsighted and retrograde step,

and one more inimical to the best interests of the nation, can scarcely be conceived. In the report of a lecture delivered to the local teachers' association by Mr. George Dixon, the able chairman of the Birmingham School Board, I read:—"It may perhaps be said that this over-supply will bring advantage to the nation by keeping down the salaries of teachers . . . but I do not think that anyone would assert that this system would be just to the members of the profession. We certainly do not find that twice as many as are wanted are trained and certificated for the clerical, legal, and medical professions; and if it be against the interest of teachers that this over-supply should be encouraged it cannot be advantageous to the community. My own opinion is that the immediate and certain effect of overstocking the market will be to prevent good men and women from going into it. I feel sure that the experience of the Birmingham School Board will be borne out by that of all other Boards—that whilst there is no lack in the number of applicants for vacancies, there is a great scarcity of unemployed capable assistants, and this means that in the education of our teachers we are paying more attention to quantity than to quality."

REMEDY FOR OVER SUPPLY.

But what has caused this over-supply? The interference of the Department with the operation of the principle of supply and demand, aided very materially by the selfish unwisdom of teachers themselves. Prior to 1862, when we were directly recognised by the Committee of Council, and possessed certain advantages based upon that recognition, and when, moreover, the supply of teachers was inadequate to meet the demand, it was probably necessary, and not altogether unreasonable, to expect that we—a privileged class—should train apprentices, for whose instruction, be it remembered, we received a direct personal payment. But the author of the Revised Code—a veritable 19th Century Egyptian—out-Pharoahed Pharaoh, for the latter, when he deprived his slaves of straw, merely stipulated that the tale of bricks should not be diminished, while his modern prototype, by one and the same act, reduced our privileges and increased our responsibilities. I have always felt that, as a matter of principle, the compulsory training of pupil teachers should have ceased with the payments originally made for their instruction, leaving future supply to the operation of ordinary economic laws, and I believe that the best solution of the present difficulty would be found in the recognition of this principle. The question may now fairly be asked whether it is desirable that the pupil teacher system, with its many and increasing imperfections, should be retained as an integral portion of our educational machinery I venture to think that the future action of the Department, so far as the supply of teachers is concerned, should commence at the training colleges, and not at the schools. The Code should specify the minimum number of certificated teachers to be employed in every public elementary school, according to its average attendance, but the remainder of the staff might safely be left to the discretion of managers and teachers. The annual grant is ostensibly paid for results—not for the means whereby such results are obtained—and in these days of sharp competition between voluntary and boards schools, as well as of persistent "stringing up" on the par- of H. M. Inspectors, there is little, if any, danger to be anticipated from under-staffing. The adoption of these suggestions would not necessarily involve any serious increase of expenditure, for the poorer schools might employ stipendiary monitors, who, after serving for perhaps a couple of years, would seek other employment. Nor would the number of candidates for admission to the training colleges be unduly diminished. The principals of private schools apparently experience no difficulty in obtaining suitable assistants, although the salaries which they are able to offer are not large, nor are the future prospects particularly brilliant. In both these respects—present remuneration and ultimate pro-

fessional advancement—the managers of elementary schools would undoubtedly have the advantage. On the other hand, the vexed question of "Supply" would be placed upon an intelligible and consistent basis. But it may be urged that such a radical change, however desirable, could only be made after long and careful deliberation, while the evil which we are considering demands an immediate remedy. My reply is that it is simply impossible to devise such a remedy. We must wait patiently for results, but let us work while we wait. The reduction of the number of pupil-teachers to two for each certificated teacher is a step in the right direction, but it will not meet the difficulty. The side entrances to the professions should at once be closed, Article 59 should be expunged from the Code, and all candidates for certificates should be required to pass in the second year's papers. An undesigned yet cruel wrong has been done to those who, as pupil teachers and Queen's scholars, with at least the sanction of the Education Department, and, in many instances, with the direct encouragement of managers and teachers, have spent both time and money in fully qualifying themselves for a profession in which, through no personal shortcomings, they are now utterly unable to obtain employment. Permit me to urge upon every member of the Union the duty of reducing the number of pupil teachers annually apprenticed, and of refraining from the unwise and suicidal practice of preparing unqualified outsiders for entry to the profession. When we memoralise the Department, or interview Members of Parliament, let us do so with clean hands, and let us not risk the retort that we ourselves are thoughtlessly augmenting the very evil of which we so loudly and justly complain.

MEANS OF APPEAL.

The important subject of "Means of Appeal" will be brought before us in a special paper, and also in the report of the Executive. We may congratulate ourselves on the distinct advance which this question has made during the past year, and I entirely endorse the opinion that "the influence of the Union has never been more fully demonstrated than in the fact that the Vice-President of the Council yielded to the pressure brought to bear, and that he himself proposed the appointment of the Select Committee (Goffin Case); thereby admitting the necessity of an appeal to some body or to some authority outside the Department itself. This admission places the question of appeal in a position which it has not previously occupied, and converts it from a class question into one of public importance." The right of every accused teacher to be heard publicly in his own defence cannot be denied, and I trust that the Executive will take steps to bring the subject prominently before the House of Commons, when the alterations in the present Code are under consideration.

PASSES AND PERCENTAGES.

Passing from the teacher to his work, and to the conditions under which it is performed, I cannot find much cause for congratulation. Mr. Lowe's procrustean bed, the Revised Code, with its unsound principles, still, in spite of certain improvements in details, vexes the soul of the conscientious teacher, and renders miserable the school life of many a child. None know so well as teachers the irreparable physical and mental mischief wrought in themselves and their children by the compulsory straining after results which cannot be measured, and percentages which are often delusive. The charge laid against the Old Code was that it induced teachers to neglect the dullards, and to concentrate their efforts upon a few clever children. To a certain limited extent this may have been true, but a moment's consideration will convince even an unprofessional outsider that good results achieved in the upper division of a school must have been

steadily worked for in the lower classes. The Revised Code has, however, driven us to the opposite extreme, and has compelled us to spend time and strength in the attempt to coerce nature into an unnatural and undesirable uniformity. Children of slow mental growth are subjected to undue stimulation, while the brighter intellects suffer repression, and that in spite of the wise though partial introduction of class examination. Teachers are bound hard and fast with fetters, and suffer punishment in "mind, body, and estate," because they cannot in such a condition produce better results. The general tendency of the Code is demoralising, and its evil effects are intensified in many cases by the action of School Boards and voluntary managers. "What percentage have you been in the habit of passing?" "What average grant did you last obtain?"—these are the questions which, if satisfactorily answered, tell heavily in a candidate's favour. Several of H.M. Inspectors realise the evil but are almost powerless to arrest it. I am not surprised that in some cases teachers have weakly yielded to the temptations placed in their way, and have worshipped the golden image knowingly set up for them. I say knowingly, for Mr. Lowe, in a recent work, regards wealth or the desire for it as the mainspring of human exertion; "that to which all other motives, as . . . . morality and even religion itself" will be subordinated. "Place a man's ear" he says, "within ring of pounds, shillings, and pence, and you can tell to the greatest nicety what his conduct will be." Assuming for a moment the truth of this assertion, surely the moral delinquency of the framer of the Revised Code, in deliberately placing such a temptation before the teachers of the country, is at least as great as that of the victims, and it becomes the duty of every true educationist to assist in removing the cause which has produced such injurious effects. Dr. Wiese, in his "German Letters on English Education," writes:—"The greatest obstacle to a healthy development of the system of elementary schools lies in the part which money plays in them. The payment by results is a stimulus for teachers; but the impulse comes from without and not from the thing itself. A real organisation—that is, a form which contains in itself the living law of its growth—cannot possibly be developed in such circumstances. When teachers allow themselves to be guided in their actions, *e.g.* in the choice and treatment of subjects that go beyond the mere elements, solely by the prospect of as much gain as possible—'the educational code guides the teacher's course entirely by money consideration,'—and when it can be publicly said that money has become the sole test of success in elementary school teaching, then surely something is still rotten in this body and requires a healing hand. The great blot on the present system is not the individual examination, which is a safeguard to the teacher as well as a convenience to the Inspector, but it is *the individual payment for the individual pass.* The individual examination is necessary as a thorough test, the individual payment is unreasonable and unjust. It is unreasonable because it assumes a non-existent uniformity of mental capacity and rate of progress; it is unjust, because in the case of dull children it affords at best but a minimum of pay for a maximum of labour. Such children may be enabled by extra exertion on the part of the teacher to satisfy the Code requirements in Standard I., but this is no real advantage either to them or to their teacher. Each succeeding year finds an increased discrepancy between their slowly developing mental powers and the demands made upon them; their natural dislike to study is intensified by the unceasing pressure to which they are subjected, and at length they leave school, having acquired but little beyond a deep, and it may be permanent, dislike for reading. If asked for an alternative to the present system, I would suggest that the grant for reading, writing, and arithmetic, as well as that for class subjects, should be paid on the average attendance. All children whose names appear on the register might then

be examined—the attendance qualification—a fruitful source of moral mischief—might be abolished—and last, but not least, teachers would feel more at liberty to deal with the child as an intellectual being, rather than as a grant-earner—a mere receptacle for knowledge, much of which he neither digests nor assimilates.

THE EXAMINATION MANIA.

The charge, so often made against the Revised Code—viz., that it fosters "cramming"—is partially true; but I cannot help thinking that the practice of over-examination has considerably increased the evil. The *Times* thinks that "examinations, so far from being a good in themselves, can hardly be placed higher than the category of necessary evils. They are a burden to the examiner and teacher, exactly in proportion as each is efficient and conscientious." Still, as it is clear that examinations cannot be dispensed with if public money is to be fairly distributed, the re-action against them must not be permitted to go beyond their due regulation. In a presidential address delivered to the members of the Birmingham and Midland Institute, Professor Max Müller said that "a strong feeling was springing up everywhere against the tyranny of examinations—against the cramping and withering influence which they are supposed to exercise on the youth of England. He could not join in that outcry. . . . . But, though he had not lost his faith in examinations, he could not conceal the fact that he was frightened by the manner in which they were conducted, and by the results which they produced. . . . . Examinations were a means to ascertain *how* pupils had been taught, but they ought never to be allowed to become the thing for which pupils were taught. Teaching, with a view to examinations, lowered the teacher in the eyes of his pupils, and learning, with a view to examinations, was apt to produce narrowness and dishonesty. Whatever attractions learning possessed in itself, and whatever efforts were formerly made by boys at school from a sense of duty—all that was lost if they once imagined that the highest object of learning was to gain marks, not to learn. . . . . At the present time he believed that undue temptations were being placed before all parties concerned in examination. The proper reward of an examination should be honour, not pounds, shillings, and pence. . . . . What was really wanted was men who were willing to teach others how to work for themselves, how to think for themselves, and how to judge for themselves. The true academic stage in every man's life was when he learnt to work, not merely to please others, be they schoolmasters or examiners, but to please himself—when he worked from sheer love of the work, and for the highest of all purposes—the acquisition of truth."

The instructions issued to H. M. Inspectors are admirably drawn up, and, if strictly adhered to, would greatly lessen the labours and anxieties of teachers and children. But, unfortunately, the interpretation placed upon these instructions and upon Article 28 of the Code varies very considerably, and, as a consequence, many hard-working and conscientious masters and mistresses cannot free themselves from the harassing and continual fear that their teaching may not have covered sufficient ground. What an interesting dissertation, for example, might be written on the elasticity of the word "outlines," as applied to geography, or on the unsuspected depth of meaning contained in the apparently innocent phrase "parsing of a simple sentence." These points may possibly appear trivial, but I am fully convinced that they lie at the root of one-half of the unnecessary worry which is working such serious mischief in our ranks.

EXCESSIVE STRAIN ON CHILDREN.

This uncertainty has led to a practice which cannot be too strongly condemned, that of systematically overworking assistants, pupil teachers, and children. Five

hours of mental activity per day is as much as any ordinary child can safely or profitably bear, and should rarely, if ever, be exceeded. The injurious effects of long school hours have been specially noted in America and Germany as well as here. The Rhode Island State Medical Society has passed a resolution that "two short school sessions per day are better than one long one, and that for children under twelve years of age, three hours per day, and for twelve and over, four hours per day of confinement to mental labour are sufficient." The German Society for Public Hygiene, at its annual meeting held at Nuremberg in 1877, discussed "the influence of the principles of instruction upon the health of the rising generation," and adopted the following resolutions:—(*a*) "That the system of instruction now prevailing in the schools has an injurious influence upon the development of the eye and of the body in general, especially by straining too early and too frequently the child's brain, and by correspondingly repressing the activity of the muscles." (*b*) "It appears therefore necessary to reduce the amount of daily instruction and of home studies." It has been said that each succeeding generation, notwithstanding increased attention to the laws of health, is less robust, and that the main influence at work in producing this deterioration is excess of mental application. "Go where you will," writes Herbert Spencer, "and before long there come under your notice cases of children or youths, of either sex, more or less injured by undue study. Here, to recover from a state of debility thus produced, a year's rustication has been found necessary. There, you find a chronic congestion of the brain, that has already lasted many months, and threatens to last much longer. Now, you hear of a fever that resulted from the over excitement in some way brought on at school. And again, the instance is that of a youth, who has already had once to desist from his studies, and who, since his return to them, is frequently taken out of his class in a fainting fit. We state facts—facts not sought for, but which have been thrust on our observation during the last two years, and that, too, within a very limited range." If this be true—and the personal experience of many of us fully confirms it—it is surely the duty of the Department, of managers, of parents, and of teachers, to discourage any extension of the usual hours as fixed by the time table.

RELIGIOUS INSTRUCTION.

But the evils of over-examination, cramming, and extra hours are not confined exclusively to the secular work of our schools. The religious teaching, happily given in the large majority of our Voluntary and Board schools, will certainly not gain in reality and depth if the exigencies of religious inspection and examination compel the detention of children after ordinary school hours, and thus create in their minds an aversion to a lesson which should, above all others, be anticipated with feelings of pleasure. It is our great privilege, as teachers, to bring a distinctly religious influence to bear upon the hearts and lives of our pupils. Personal example will doubtless do much in this direction, but its power will be greatly intensified if children realise the fact that we, like themselves, are pupils—it may be in a more advanced class—sitting daily at the feet of the same Great Teacher, whose perfect example we are endeavouring to copy. It must be borne in mind that "just so far as the means are allowed to absorb the attention to the exclusion of the end—just so far as the incidentals of instruction come to occupy a larger share of thought than the underlying purpose of a true education—so far is the work, however correctly performed, a failure. The very perfection and elaboration of the details may sometimes involve the sacrifice of the real object." These remarks are true of our work as a whole, but bear, I think, with very special force upon our religious teaching.

ALTERATIONS IN THE CODE.

Before closing this address, permit me very briefly to call your attention to the more important of the proposed alterations in the Code, which has been issued since the foregoing remarks were written. The changes in Articles 47 and 70 accord with the recommendations of the N. U. E. T., and are so far satisfactory, but I do not think that they will meet the difficulty of over-supply. Article 59 still stands, and an endeavour should be made directly Parliament meets to induce some influential Member to move its abolition. The alteration in Article 25 of the range of school age from 3—18, as it is at present, to 3—15, appears at least to be premature, for it should follow, not precede, the establishment of advanced night schools. It is calculated that there are now about 40,000 children over the age of fourteen in public elementary schools, and managers cannot be expected to retain these, however imperfect their education may be, if they are thus disqualified to earn grants.

Another retrograde step is that which excludes Standard IV. from the privilege of taking the specific subjects of the Fourth Schedule. It has been ascertained that 60 per cent. of the children who took these subjects last year were in that Standard, so that the change, if adopted, will not only involve loss and discouragement to managers and teachers, but will also deprive a large number of children of much valuable instruction. Moreover, as this extra instruction was not compulsory, I fail to see any necessity for the proposed alteration. The increased elasticity of Art. 19, C. 1, is very welcome but the proposed reduction in the music grant—or, to be quite correct, in the grant for average attendance—will be a blow to many poor schools, and may possibly fail to achieve the desired end, for, rather than add another subject to the already over-crowded time table, and submit to the anxiety inseparable from an additional inspection, not a few schools will probably prefer to discard music altogether. Why should not the teaching of music from notes be included in the list of Fourth Schedule subjects?

Ladies and Gentlemen, permit me to thank you for the indulgence with which you have listened to this address. We all desire that our labours should be as productive as possible, and I have, therefore, endeavoured to point out the main obstacles which lie in our path as educators, and also to suggest means for their removal. Our Union has proved a powerful aid to us in the past, and I believe that its great and growing influence may be mainly attributed to the fact that it has never attempted to subordinate national interests to those which are merely professional. I earnestly trust that the deliberations of this Conference will be marked by calmness, moderation, and sound judgment, that they may deepen the feeling of professional brotherhood, and materially advance the best interests of national education.

TENTH ANNUAL REPORT OF THE EXECUTIVE TO CONFERENCE, 1879-80.

The Executive, in presenting to Conference their tenth Annual Report, venture o depart from their usual practice, and to give not only an account of their proceedings during the past year, but also a general review of the work and progress of the Union during the first decade of its existence. The reasons for adopting this course are obvious. In the first place, it is well at certain stages of such a movement as that of organising an important profession, to take a careful retrospect, and to note the successes and failures of past efforts. It is also opportune that, at a critical point in the history of the scholastic profession, an accurate measure should be taken of the force and public influence exercised by the Union, and that the experience of the past should be consulted in order to ascertain how best that power and influence may be augmented and directed. Again, it is clear, from the fact that a very large number of the elementary teachers of England and Wales are not actively supporting the National Union, that a widespread ignorance exists of what has been accomplished for teachers and for education by means of the organisation of the Union, as well as of the further influence it is capable of exercising if more generally supported. It is also evident from facts within the knowledge of the Executive, that even some of those who have been the most active workers in founding and developing Local Associations, and who have watched the growth and labours of the Union from year to year, often fail to realise the aggregate result of their efforts during the past ten years. The Executive hope that these considerations will justify them in the eyes of Conference for thus extending the scope of their Annual Report.

Position of the Profession before 1870.—It will be within the recollection of many members of the conference that prior to the year 1870 several attempts were made to organise the great body of elementary teachers, but with only a limited amount of success. Teachers' Associations existed in many districts, which did excellent work, but whose influence was comparatively small. The reasons of this are not far to seek. They were in almost every instance connected with some religious denomination, and were to a considerable extent dominated by other than professional influences. Having no centre round which to gather, and no point to which they might, so to speak, focus their efforts, they fought each to its own hand and discussed educational topics more from a local than from a professional or national standpoint. The result was that too often the influence of one body of teachers was exerted to neutralise that of another body, and public opinion was uninfluenced by the discordant utterances of the sections. Again, there were vast districts, among them some of the most populous, with no associations, and in these the teachers were mere isolated units, without even the limited amount of public influence exercised by the then existing associations. Professional *esprit de corps* was almost absent from the body of teachers, though there were many earnest men and women who at times gave public expression to their regrets at the want of organisation among them. In short, before the formation of the National Union, no professional basis had been found upon which teachers of all denominations might unite, and to this fact must be attributed the comparative failure of the previous attempts. That such attempts were made is, however, proof positive that even in those days the desire for unity and for strength existed, and that the more active teachers, even then looked upon the organisation of the profession as necessary for the progress of education and the welfare of teachers. The result of this want of organisation is seen in the feeble opposition which was offered to the introduction of the Revised Code in 1861, and in

the utter inability of teachers for a period of nearly ten years to modify any of the disastrous provisions of that unfortunate and in some respects retrogressive document. No means existed of ascertaining the collective opinions of elementary teachers on any subject, and no authoritative expression could be given even to the opinions of the existing associations, as they possessed no organ and no representative body entitled to be their mouthpiece. Hence the educational legislation of the time was based mainly on theoretical considerations, and was necessarily impracticable and vexatious. Practical knowledge and experience were allowed little or no weight in framing the clauses of the Code, and Parliament was deprived of the advantage which skill and technical knowledge could alone have secured to those important deliberations on educational matters.

THE FORMATION OF THE UNION. — Such, the Executive believe, was the position of elementary teachers before the year 1870. But in that year a wave of educational reform swept over the land—affecting not only Parliament and the public, but also the teaching profession. The prospect of important educational changes determined many of those who, in 1861, had deplored the absence of organisation, and had witnessed the bad effects of inaction on the part of teachers, to make an effort to unite them on a common basis. The desire for professional unity took definite shape, and the feeble gropings of the old associations resulted in the hands of their representatives meeting in a firm grip of mutual brotherhood and support. The teachers of various denominations found out that their fellows from whom they had been separated by sectarian distinctions were actuated by the same motives and had experienced the same professional difficulties. Thus the way for union was cleared, and in the early part of 1870 the three large associations in London connected with the Church, British, and Wesleyan teachers respectively, determined to take action, and appointed representatives on a provisional committee to deal with the subject. In September of that year the provisional committee summoned the first Conference of representatives from the Associations throughout the country; and at this meeting, which was held in the Theatre of King's College, London, and over which Mr. Graves, the ex-president of the old "Associated Body of Church Teachers," presided, about twenty-six associations were represented. A resolution was passed, declaring the National Union of Elementary Teachers to be formed, and its objects were thus described in the first document issued:—

> "The aim of the union is to unite together, by means of local associations, public elementary teachers throughout the kingdom, in order to provide a machinery by means of which teachers may give expression to their opinions when occasion requires, and may also take united action in any matter affecting their interests. The character of the union will be more fully seen when it is fairly established, but the following topics will receive is immediate attention: (1) The revision of the New Code. (2) The working of the New Education Act. (3) The establishment of a pension scheme. (4) The throwing open of higher educational posts to elementary teachers. (5) The proposal to raise teaching to the dignity of a profession by means of a public register of duly qualified teachers for every class of schools.'

It will be seen from this extract that the principal object of the founders of the Union was to create a means of collecting the opinions of elementary teachers throughout the country, and of giving public expression to these opinions when ascertained. It will also be observed that while some of the objects have been attained, there are others which still remain unaccomplished. New aims have been from time to time adopted, and the Executive are glad to say that some of them

have been also successfully attained. Among these are the following, which appear on the title pages of several annual reports:—

"To establish Provident, Benevolent, and Annuity Funds in connection with the Union for the benefit of the Scholastic Profession." "To establish and support, in connection with the Union, an Orphanage and Orphan Fund for the Children of Teachers."

GROWTH OF THE UNION.—The development of the Union was at first naturally more rapid than during the past few years. The following table will show more distinctly than by any other method the growth of the Union from year to year:—

Date.	No. of Associations.	No. of Members.	Rate of Subscription.	Date to which Returns are made.	Place of Conference.
1870	26	400	No payment.	Sept. 20th, 1870	London (1).
1871	48	2,120	1s. per member up to a maximum of £5 from any Association.	March 31st, 1871	Birmingham.
1872	107	5,054		" " 1872	Manchester.
1873	149	6,880		" " 1873	Bristol.
1874	171	6,287	2s per member	" " 1874	London (2).
1875	212	7,941		" 18th, 1875	York.
1876	252	9,000	2s. 6d. per member.	" 31st, 1876	Liverpool.
1877	266	9,846		" " 1877	London (3), (4).
1877	272	10,334		Dec. 31st, 1877	
1878	298	10,957		" " 1878	Plymouth.
1879	291	11,412		" " 1879	Nottingham.

Though the above table shows a steady increase in the number of members each year, the Executive cannot but deplore the fact that so many Elementary Teachers are yet unattached to the various Local Associations. Increased numbers give increased power, influence, and means, and would add largely to the usefulness of the work done by your Executive.

During the early part of the history of the Union, considerable time was necessarily devoted to the subject of organisation. For the past few years this has received less attention, but with so large a number of teachers still unconnected with the affiliated Associations, the Executive feel that it will be wise again to give special care to this part of their work. The following tabular statement of the principal work of the Union during each year of its existence, is presented by the Executive in order to complete their brief sketch of its past history:—

CHRONOLOGICAL STATEMENT OF THE WORK OF THE UNION SINCE ITS FOUNDATION.

1870 (July).—Resolutions passed at meetings of the London Church, the British, and the Wesleyan Teachers' Associations, in favour of the formation of a National Union of Teachers.

(September).—First Conference of Representatives at King's College. Mr. Lawson appointed Secretary.

Standing Committee appointed consisting of 24 members.

Action taken in favour of a Pension Scheme.

First Memorial to Education Department on Amendment of Code. Five points submitted.

1871.—Every county in England represented on the Lists of the Union except Essex, Rutland and Suffolk.

Pension Scheme framed with assistance of J. Whitwell, Esq., M.P., and efforts made to revive the Pension Minutes of 1847-1851.

Action taken in favour of the appointment of teachers as Inspectors.
First Conference with Members of Parliament.
London School Board memorialised to put in force their compulsory powers under the Education Act.
Two legal cases dealt with—Form of Agreement prepared by Solicitor.
Resolution passed by Conference urging the necessity of a weekly Educational Paper.
The "New Code" issued. Public Meetings called in London and elsewhere. Strong protest made against Arts. 31 and 32 (Age Clauses).
First Annual Report of the Union, and List of Members issued.
Evidence given before the London School Board as to its proposed Scheme of Education.

1872.—C. H. Lovell, Esq., appointed solicitor to the Union.
First Deputations from Ireland and Scotland attended the Manchester Conference.
First Public Meeting and Dinner in connection with Conference.
Mr. Whitwell's Pension Bill introduced to House of Commons, and referred to a Select Committee. Many teachers opposed the Scheme and some gave evidence against it—Select Committee report against the Scheme and against the right of teachers to pensions under the old Pension Minutes.
Pension Scheme rejected by a majority of the Associations.
Mr. Lawson, the first Secretary, resigned in September 1872. The Secretaryship divided—Mr. Grove to deal with Pension Scheme, Mr. Clews with Organisation, and Mr. Lawson with Legal Cases—Mr. Latham appointed Minuting Secretary.
Juries' Bill before Parliament, efforts made to secure exemption for Elementary Teachers.
Special Committee appointed to consider the appointment of a Paid Secretary.
Education Department and London School Board asked to make arrangements for paying teachers for Returns.
Appearance of THE SCHOOLMASTER, and its adoption by Conference as the Organ of the Union.
Action against the Age Clauses and Music Fine renewed.

1873.—Memorial to the Education Department and Petitions to Parliament in opposition to the Age Clauses and Music Fine—Conference on the subject with Mr. Brogden, M.P.
Special Committee on Organisation and Paid Secretary report to the Bristol Conference.
Mr. Heller appointed Paid Secretary by Bristol Conference—Guarantee Fund started, with Messrs. T. Smith, Moore, and Devonshire as Trustees.
Conference adopts a new Code of Rules for the management of the Union—Establishment of District Unions.
Conference adopts first resolution in favour of an Annuity Fund—Actuary consulted as to feasibility of scheme.
Protest made against Art. 59, and attempt made to draw attention to "Supply of Teachers"—Action on Pensions continued.
Form of Agreement altered to cover cases of loss of grant.
Subscription raised from 1s. to 2s. per member.
Music Fine abolished—Age Clauses further suspended.
Offices taken at 7, Adam-street, Adelphi, and Secretary commences visiting Local Associations.

1874.—District Unions extended.
Scheme of Organisation presented by the Organisation Committee.
Memorial to the Home Secretary suggesting amendments to the Factory Act.
Deputation and Memorial to the Education Department on the Revision of the Code.
Deputation and Memorial to the Education Department on the subject of Pensions.
Classification of legal cases. Rules of procedure adopted.
First appeal to the Associations as to the suggested alterations of the Code. Sixteen suggestions unanimously adopted.
Evidence respecting the promises of Pensions under the original Minutes collected by the Secretary and furnished to each Member of Parliament.
Large increase in the number of legal cases.
Case of Williams *v.* Mitchell successfully carried through the Court of Queen's Bench. Damages to amount of £50 and costs awarded.
Mr. Newsome's case satisfactorily settled, the claim and costs being paid by the opposing managers.
Special Committee appointed to consider the establishment of Provident and Benevolent Funds.

1875.—Deputation to Education Department on the subject of the Code.
Re-issue of the Code. A large number of the recommendations of the Union adopted.
Special Reports presented to Conference on the subject of Pensions, and the establishment of Provident and Benevolent Funds.
Conference decides that the Funds be established forthwith.
Notice of Motion in the House of Commons, by Mr. Whitwell, on the subject of Pensions.
First Parliamentary agitation by the Union on the subject of Pensions.
Special Report on Pensions issued. Estimated that a sum of £7,200 per annum would meet the claims of the older teachers, and that all claims arising would be covered by a grant of £10,000 per annum. Department were asked to set aside this sum for the purpose.
Thirty District Unions established.
Four hundred and thirty-five Members of the House of Commons seen by the Officers of Executive and representatives of Local Associations on the subject of Pensions.
Pension Minutes revived after being thirteen years in abeyance.
Authorized form of Receipt Book adopted.
Special Report on Provident Scheme issued.
Co-operation of the Irish Teachers and of the Educational Institute of Scotland given to the movement for Pensions.
Deputation to the Department asking for the removal from the new Pension Minutes of all conditions not contained in the original Minutes.
Form of Agreement again modified.
Reserve Fund established.

1876.—Statistics collected as to the working of the Agricultural Children's Act.
Memorial to the Lord President on the subject of the Inspectorate.
The South Kensington Museum placed at the disposal of the Union by the Lord President for the purposes of a Conversazione. Exhibition of School Work at the Museum, under the direction of the Executive.

Representations made to the Home Office on the subject of the Factory Act. Recommendations of the Union adopted by Mr. Redgrave, who placed them before the Factory Commission.

The proposal for a definite financial year for all the Associations adopted.

First payment to the Reserve Fund reported. Guarantee Fund discharged by repaying the amounts to guarantors.

Resolution adopted by the Liverpool Conference for the establishment of an Orphanage.

Case of Stanbridge taken up. Memorial to the Home Secretary signed by 500 teachers. Stanbridge Fund collected and placed in the hands of Trustees.

Subject of Appeal taken up. Memorial to the Department.

Representations to the Department suggesting amendments to the Education Bill, 1876.

Scheme for the final establishment of the Benevolent Fund prepared.

Preliminary scheme for an Orphanage drafted by the Committee.

First attempt made by Conference to reduce the amount of business placed before it to reasonable dimensions. Motion passed by Liverpool Conference in reference to the subject.

Special Conference in London at which the Teachers' National Provident Society was established. Its Rules adopted.

1877.—Needlework Schedule issued. Action taken in opposition to this by the Executive.

Second appeal to the Associations on the subject of the Code.

Orphanage proposal finally adopted by the London Conference.

Memorials to the Department and petitions to Parliament on the subject Pensions, teaching of Needlework, and means of Appeal.

The operation of the Needlework Schedule postponed for two years.

The suggestions of the Union respecting the Factory Act and Time Books in Factory Schools adopted by Government.

Deputation sent for the first time to the Social Science Congress, and Secretary elected on the General Council of the Social Science Association.

Uniform financial year for all Associations first put into force, and Balance-sheet for nine months ending December 31st, 1877, issued.

Decrease in the number of District Unions.

Memorandum on Corporal Punishment issued.

Deputation to the Department on the subject of the Regulations of February 9th, 1877.

Associations advised to comply with Regulations in the first instance under protest.

Pension Minutes incorporated in the Code.

Special Committee appointed to consider the Factory Act Amendment Bill. Several of the Amendments suggested by the Executive adopted by the Home Secretary.

Large increase in the number of legal cases during the year. Three cases successfully through the Superior Courts.

Special Committee appointed to consider the Certification and Registration of Teachers.

1878.—The Bye-laws of the Benevolent Fund approved.

The Provident Society registered under the Friendly Societies' Act.

Orphanage Scheme submitted to the Associations and to Conference and adopted.
Renewed attack on the System of Payments by Results.
Special action taken throughout the year on the Inspectorate and Means of Appeal.
Representations made to the Department respecting payment for returns under the Regulations.
Action against the Needlework Schedule continued.
Legal status of the Union first considered. Recommendation made that it should apply for a Charter.
Further decrease in the number of District Unions—Special report on this subject presented to Conference.
Private Conference with Members of Parliament on the following subjects: —(I.) Means of Appeal. (II.) Pensions. (III.) Regulations of February 9th, 1877. (IV.) Inspectorate: Debate on two of these subjects raised in the House on the Education Estimates, by Mr. Mundella and Mr. Whitwell.
Determination by the Executive to seek more directly the assistance of Parliament in securing educational reforms.
Special Memorial on the Amendment of the Code.
Special Committee appointed to consider Dr. Playfair's Bill on the Registration of Teachers.
The Time-book recommended by the Union adopted by the Home Office.
Large increase in the Law Business of the Union.
Legal advice taken as to the legal status of the Union, and as to possible incorporation of the Union by Charter.
Case of Hannay *v.* Birch tried at the Manchester Assizes. The action of the Union successful. The costs paid by the Defendant, and damages (£100) awarded to Miss Hannay.
Application for the registration of the Society under the Friendly Societies' Act.
Memorials to the Department on the subject of the Code, Pensions, and the Regulations.
Petitions to Parliament on the same subject.

1879.—Appeal made to the Local Associations for an early payment of the subscriptions for the current year.
Application to the Treasury for Registration of the Union under the Friendly Societies Act, as a specially authorised Society.
Separate Balance-sheet of the Reserve Fund issued.
Parliamentary inquiry in the case of Mr. Goffin asked for by the Union.
Inquiry granted by the Vice-President.
Private Conference with M.P.'s in reference to the Goffin case.
Result of the inquiry unsatisfactory, so far as the particular case was concerned; but the necessity of some proper means of appeal being provided in such cases, made apparent.
Abolition of the January returns under the Regulation of February, 1877.
Further amendments of the Code suggested by the Union and adopted by the Education Department.
Dr. Lyon Playfair's Bill on the Registration of Teachers opposed as not being sufficiently comprehensive.
Public protest made against the large amount of clerical labour now thrown upon teachers.
Resolution in favour of Technical Education agreed to.

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The "Incorporation" of the Union considered. Solicitor consulted as to the legal status of the Union, and the legality of the endorsements on certificates.

Special Committee on District Unions make an elaborate report.

Associations requested to send copies of papers read at local meetings to the Secretary for use elsewhere.

Petition on Means of Appeal signed by nearly four thousand members of the Union.

Secretary requested to reconsider his intention of withdrawing from the London School Board. His election for the third time (November).

Memorials on the Amendment of the Code and Supply of Teachers prepared for presentation to the Education Department.

Having thus given the chief events and facts in the history of the Union, the Executive desire to draw the attention of Conference, members of Local Associations, and non-members, to the important general results which have followed the formation and action of the National Union. The limits of this report will not permit more than a brief epitome of these results, but the following statement, meagre as it necessarily is, demonstrates beyond the shadow of a doubt the important functions performed by the Union and its value to the cause of education and to the profession. During the nine years of its existence, the N. U. E. T. has produced a distinct effect upon public opinion and upon the status of the teacher. It has, so far, succeeded in organising the profession as to unite in one general bond of union nearly 12,000 of the public elementary teachers of the country. It has also been the means of preventing much impracticable legislation, and of suggesting many useful amendments to the Education Code. The past work of the Union may be thus summarised:—

(*a*) General Results—

1. It has provided a machinery for ascertaining the opinions of teachers on points affecting the progress of education or the welfare of the profession, and it has become the medium for giving public utterance to the collective opinions thus obtained.
2. By its Conferences, and the meetings of its local branches, it has harmonised the opinions of teachers, given greater breadth to their views, and fitted them to take their share in the public discussion of educational topics.
3. It has given to the great body of public elementary teachers a corporate existence, and thus enabled them to exercise a legitimate influence on public opinion.
4. It is the recognised channel of communication between elementary teachers and the Education Department, and it provides the means by which teachers may exchange views with other educational bodies.
5. By its general action, and by the publication of its proceedings in its organ, The Schoolmaster, and in the public press, it has done much to extend a knowledge of educational matters, to create in the minds of the public a fairer estimate of the teachers' work and position, and to promote a sound and practical system of education.

It has drawn attention to and is now watching the action of Parliament
1878.— and the Education Department on the following important subjects—(1) The Means of Appeal; (2) Certification of Teachers; (3) The appointment of

Inspectors; (4) Supply of Teachers; (5) The System of Payment by Results; and (6) Revival of Pension Minutes.

(b) SPECIFIC RESULTS:—

1. It has been the means of securing a revival of the Pension Minutes of 1851 and 1860, by which a sum of £6,500 is annually voted by Parliament for the benefit of the older teachers."
2. By the action of the Union many improvements have been introduced into, and many objectionable clauses have been removed from, the Government Code.
3. Over 750 "Cases of Difficulty" have been dealt with during the past seven years, most of which have been amicably settled by the action of the Union. Some of them, however, have been carried into the county courts, and a few to the superior courts of law. Several valuable decisions have been obtained, and the relations between managers and teachers have, on the whole, been improved. Over 5,000 copies of a Form of Agreement, drawn up by the solicitor of the Union, have been distributed, thus reducing the chances of future misunderstanding between teachers and managers.
4. It has provided that, in any case of difficulty, a member may obtain the preliminary advice of the solicitor by forwarding to the secretary a small enquiry fee (5s.). If further legal action is desired, the case must, except in special cases, be supported by a district union or local association.
5. The suspension of the Age Clauses and Music Fine, the postponement and subsequent amendment of the Needlework Schedule, and the reduction of the 40 per cent. originally required under Article 19 (c), 6, are undoubtedly due to the exertions of the Union.
6. Important alterations have been introduced into the Factory Act Amendment Act, and a "Time Book," suggested by the Union, has been adopted for factory schools giving much relief to the teachers.
7. A Provident Society for the special benefit of teachers has been established in connection with the Union. By means of the Society it is hoped that teachers may secure to themselves adequate assistance in times of sickness, and some independent provision for old age.
8. A Benevolent Fund has been established, and is now in working order. This Fund provides assistance, by means of temporary relief and loans, in cases of sudden distress and emergency. It is also intended in special cases to provide annuities for the old and incapacitated members of the profession, and to make grants to the widows of teachers. Every local association may become a Local Board, and share in the management and distribution of the Benevolent Fund. THE BENEFITS OF THE FUND ARE OPEN TO THE WHOLE PROFESSION, and it should therefore be supported by every teacher.
9. It has supplemented the work of the Benevolent Fund by providing for the *destitute* orphans of teachers by means of an Orphanage and Orphan Fund. Ten orphans have been elected during the past year to home allowances of £13 each per annum, and up to the present time nearly £2,000 has been subscribed for the purposes of the Fund.

In thus placing the past work of the Union before Conference and before the members throughout the country the Executive are animated by a desire to show the important though unobtrusive work which has hitherto been carried on, and the absolute necessity there is for the extended and continued support of the profession.

WORK OF THE PAST YEAR.—With respect to the special work of the past

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(*a*) General Results—

1. It has provided a machinery for ascertaining the opinions of teachers on points affecting the progress of education or the welfare of the profession, and it has become the medium for giving public utterance to the collective opinions thus obtained.
2. By its Conferences, and the meetings of its local branches, it has harmonised the opinions of teachers, given greater breadth to their views, and fitted them to take their share in the public discussion of educational topics.
3. It has given to the great body of public elementary teachers a corporate existence, and thus enabled them to exercise a legitimate influence on public opinion.
4. It is the recognised channel of communication between elementary teachers and the Education Department, and it provides the means by which teachers may exchange views with other educational bodies.
5. By its general action, and by the publication of its proceedings in its organ, The Schoolmaster, and in the public press, it has done much to extend a knowledge of educational matters, to create in the minds of the public a fairer estimate of the teachers' work and position, and to promote a sound and practical system of education.
6. It has drawn attention to and is now watching the action of Parliament and the Education Department on the following important subjects—(1) Means of Appeal; (2) Certification of Teachers; (3) The appointment of

Inspectors; (4) Supply of Teachers; (5) The System of Payment by Results; and (6) Revival of Pension Minutes.

(*b*) SPECIFIC RESULTS:—

1. It has been the means of securing a revival of the Pension Minutes of 1851 and 1860, by which a sum of £6,500 is annually voted by Parliament for the benefit of the older teachers."
2. By the action of the Union many improvements have been introduced into, and many objectionable clauses have been removed from, the Government Code.
3. Over 750 "Cases of Difficulty" have been dealt with during the past seven years, most of which have been amicably settled by the action of the Union. Some of them, however, have been carried into the county courts, and a few to the superior courts of law. Several valuable decisions have been obtained, and the relations between managers and teachers have, on the whole, been improved. Over 5,000 copies of a Form of Agreement, drawn up by the solicitor of the Union, have been distributed, thus reducing the chances of future misunderstanding between teachers and managers.
4. It has provided that, in any case of difficulty, a member may obtain the preliminary advice of the solicitor by forwarding to the secretary a small inquiry fee (5*s*.). If further legal action is desired, the case must, except in special cases, be supported by a district union or local association.
5. The suspension of the Age Clauses and Music Fine, the postponement and subsequent amendment of the Needlework Schedule, and the reduction of the 40 per cent. originally required under Article 19 (c), 6, are undoubtedly due to the exertions of the Union.
6. Important alterations have been introduced into the Factory Act Amendment Act, and a "Time Book," suggested by the Union, has been adopted for factory schools giving much relief to the teachers.
7. A Provident Society for the special benefit of teachers has been established in connection with the Union. By means of the Society it is hoped that teachers may secure to themselves adequate assistance in times of sickness, and some independent provision for old age.
8. A Benevolent Fund has been established, and is now in working order. This Fund provides assistance, by means of temporary relief and loans, in cases of sudden distress and emergency. It is also intended in special cases to provide annuities for the old and incapacitated members of the profession, and to make grants to the widows of teachers. Every local association may become a Local Board, and share in the management and distribution of the Benevolent Fund. THE BENEFITS OF THE FUND ARE OPEN TO THE WHOLE PROFESSION, and it should therefore be supported by every teacher.
9. It has supplemented the work of the Benevolent Fund by providing for the *destitute* orphans of teachers by means of an Orphanage and Orphan Fund. Ten orphans have been elected during the past year to home allowances of £13 each per annum, and up to the present time nearly £2,000 has been subscribed for the purposes of the Fund.

In thus placing the past work of the Union before Conference and before the members throughout the country the Executive are animated by a desire to show the important though unobtrusive work which has hitherto been carried on, and the absolute necessity there is for the extended and continued support of the profession.

WORK OF THE PAST YEAR.—With respect to the special work of the past

Representations made to the Education Department on the subject of Half-time Education, and the holding of two Drawing Examinations in the year.

Petition on Pensions presented to Parliament.

The "Incorporation" of the Union considered. Solicitor consulted as to the legal status of the Union, and the legality of the endorsements on certificates.

Special Committee on District Unions make an elaborate report.

Associations requested to send copies of papers read at local meetings to the Secretary for use elsewhere.

Petition on Means of Appeal signed by nearly four thousand members of the Union.

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1878.—

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WORK OF THE PAST YEAR.—With respect to the special work of the past

year the Executive are glad to be able to characterise it as of increasing importance. It was to be expected that during the earlier years of the Union its public influence should first be felt in producing such reforms as were most easy of accomplishment. There are, however, now in the hands of the Executive larger and more important subjects, which nothing but time and continued effort will secure. Of this class are most of the subjects which have been dealt with during the year 1879, and in it are included the subjects of Parliamentary action, the completion of the organisation of the Union, and the re-modelling of the Code. Some attention has also been given to the general registration of teachers, and a considerable amount of time and money has been expended upon the Goffin case, as connected with the general question of Means of Appeal. The Executive deeply regret that they have been compelled to give a large amount of time, which might have been devoted to more useful purposes, to the discussion of what is known as the "Earl's Barton case."

STATISTICS.—At the date of issuing the last Report the Union consisted of 298 Associations containing 10,957 members. During the year *twenty* Associations have ceased to exist, some of them being merged into larger Associations. In the same period *thirteen* new Associations were affiliated, showing a decrease of seven in the number of Associations. This decrease is partly due to the amalgamation of several small Associations into larger ones, and is therefore no sign of decreased interest in the success of the Union. From the table on pages 168-177 of this Report it will be seen that at the end of 1879 the Union consisted of 291 Associations, with an aggregate membership of 11,412. This shows an advance, but the Executive think it their duty again to draw attention to the fact that many local Associations show a periodical fluctuation in their members, varying, it is believed, with the changes of officers appointed to manage the affairs of these Associations. They regret to observe that several large Branches of the Union have suffered a decrease of members during the past year, and that no less than 113 Associations are in this unsatisfactory condition.

Further, it is to be regretted that several associations have ceased to exist, notwithstanding the repeated efforts which have been made to maintain them. Without making any definite recommendation on the subject, the Executive desire to draw the attention of members throughout the country to this fact, and to urge them to consider whether some plan cannot be adopted to strengthen the tie between the Union and its members, and to render Local Associations more permanent. For the past three years the increase in the membership of the Union has not been commensurate with the increase in the number of elementary teachers throughout the country; but the Executive hope that during the coming year a revival of interest will take place among those at present outside the pale of the Union. What the Executive desire most to see removed is that apathetic approval of the Union in which some teachers indulge, and who, while expressing their sense of the useful work which has been and is being carried on by the organisation, neglect or forget to join Local Associations. Much power and influence are thus lost to the profession. Now that the subscriptions are paid for a definite uniform period in all districts, and that Associations are so numerous and accessible, no difficulty should arise in the way of any teacher joining a Local Association. The finances of the Union are dealt with specifically in the Treasurer's report, but it is impossible to overlook the encouraging fact that the amount received as subscriptions during the past year is again higher than on any previous occasion, exceeding that for 1878 by nearly £70. Some difficulty has, however, been experienced, and much unnecessary work has been thrown upon the office by the late payment of contributions which fell due on January 1st, 1880, and should have been paid within the first three months of the year. It will be seen from the balance

sheet that the Executive have charged the expenses incurred in obtaining a Parliamentary inquiry into the case of Mr. Goffin on the Reserve Fund, which is coordingly reduced by nearly £200.

PARLIAMENTARY ACTION.—MEANS OF APPEAL.—During the past year the Executive have followed up the course, suggested by them in their last report, of appealing more directly to Parliament in order to secure those reforms which they believe cannot be obtained from the Education Department. They therefore, in accordance with the instruction of Conference, petitioned Parliament for the appointment of a Select Committee to inquire into the case of Mr. Goffin, and made representations to several leading members of Parliament on the prominent topics which engaged the attention of the Union at the last Conference. With respect to the appointment of a Select Committee, your Executive beg to report that the Local Associations, acting on the advice tendered to them, interviewed a large number of the Members of the House of Commons, and fully stated the position in which teachers stand to the Education Department. The objects in bringing this matter prominently under the notice of the Legislature were, first, that the apparent injustice which had been committed by the Science and Art Department in the case of Mr. Goffin should be investigated, and, second, that the general question of appeal for teachers should be considered. The Executive are of opinion that the influence of the Union has never been more fully demonstrated than in the fact that the Vice-President of the Council yielded to the pressure brought to bear, and that he himself proposed the appointment of the Select Committee; thereby admitting the necessity and propriety of an appeal to some body or to some authority outside the Department itself. This admission places the question of appeal in a position which it has not previously occupied, and converts it from a class question into one of public importance. It will be remembered that the Conference of 1879, in taking action upon the Goffin case, refused distinctly to deal with the innocence or guilt of the accused, and acted simply upon the consideration that sentence had been pronounced before any adequate inquiry had been made, and before any proper opportunity of defence had been afforded to the accused. As this represents the whole position which teachers take up in reference to Means of Appeal, the Executive cannot too strongly urge upon the Conference, and upon teachers generally, the importance of regarding the Goffin case as an illustration of the general principle, and of keeping the general question distinct from the merits of any individual case. They are further of opinion that the action taken during the past year has rendered the concession of a proper means of appeal for teachers a mere matter of time. The report of the Secretary on the Goffin case, which we print on pages lxxiii-lxxiv, sets out fully the action taken in reference to this special inquiry, and the Executive do not, therefore, repeat the statement here. They desire, however, to say that the refusal of the Committee (1) to conduct their proceedings in public, (2) to permit Mr. Goffin to be present during the examination of witnesses, (3) to allow him to cross-examine witnesses, and (4) to allow him to be represented by a legal adviser; as well as (5) the fact that the Committee closed their inquiry without calling the numerous witnesses in attendance prepared to give evidence on the behalf of Mr. Goffin, clearly prove that a Special Committee of the House of Commons is not the proper tribunal before which such cases should be decided. The Executive therefore, strongly advise that the subject of a proper appeal from the decisions of the Inspectors and of the Education Department should have a prominent place on the future programme of the Union, and that action should be immediately taken in that direction. They believe that, if the case be temperately, but clearly, stated to members of Parliament—better still to the candidates during the present election—the common fairness of the House will ultimately provide for some open inquiry before any teacher is absolutely ruined by being deprived of his certificate and professional status.

INSPECTION AND THE APPOINTMENT OF INSPECTORS.—The attention of members of Parliament has also been directed to the appointment of Inspectors, and the work of inspection. Upon this subject the Right Hon. W. E. Gladstone and Mr. Mundella, M.P., have taken a special interest, and the Executive have good reason to hope that in the new Parliament these subjects will be effectively dealt with. Formerly the inspectors appointed possessed some knowledge of schools and of education, but latterly this qualification has ceased to be required. A strong opinion consequently prevails that the appointment of young, inexperienced men, who have no special knowledge of education or of elementary schools, and whose only qualification is that of University distinction, has materially damaged the character of inspection during the past nine years.

REVISION OF CODE.—The revision of the Code, though not pressed greatly upon the attention of Parliament during the past year, has occupied no inconsiderable portion of the time of the Executive since the last Conference. It will also be remembered that the Plymouth Conference agreed to a resolution calling upon the Executive to frame a scheme for the better distribution of the Government grant to elementary schools with a view to reducing the evils inseparable from the so-called system of payment by results as applied in the present Code. This task was recognised to be a difficult one, and at the Nottingham Conference the Executive stated that they had not taken action in that direction. During the past year a Special Committee appointed by the Executive has been dealing with the subject, and, although their labours are not yet concluded, it has been thought desirable to report to Conference the general suggestions of the Committee. These are reported on page xxix, but the Executive advise that no discussion on the suggestions should be entered into by the present Conference. It is hoped that during the year 1880 the consideration of the whole subject, which will be brought about by the reference of the Report to the Local Association, will throw such light upon it as may place the Executive in the position of suggesting to the Government, not merely an amended Code, but one in which the main principle has been radically changed. In order that no further time should be lost the Executive propose to reconstitute the Special Committee immediately after Easter. On page 178 will be found the memorial containing minor amendments in the Code, but not touching the principle referred to in the previous paragraph. It will be seen from the Code just issued that the influence of the Union has again been recognised, and that several of the suggestions made to the Department have been adopted. The alterations made in the Code of 1880 which had been previously recommended by the Union are of an important character, and bear directly on the supply of teachers. The knowledge that a new Parliament would soon be called, undoubtedly led the Department to reduce the number of alterations this year.

SUPPLY OF TEACHERS.—Closely connected with, and indeed forming part of, the amendment of the Code, is that of the supply of teachers. In the year 1873 the President of the Union (Mr. T. Smith) devoted no small portion of his address to this important topic, and, in 1874, a memorial on the same subject was submitted by the Executive to Lord Aberdare and Mr. W. E. Forster, M.P., the Lord President and the Vice-President of the Council at the time. It will be remembered that their replies to the representation of the Union practically ignored the arguments used in the memorial, and by the members of the deputation, and consisted chiefly of an apology for the granting of certificates without examination, and for the general lowering of the standard upon which certificates were granted. Their Lordships urged as a reason for this step the abnormal demand for teachers created by the recent Education Acts, and they characterised the course which they adopted as one of temporary necessity only.

In 1876, Mr. Devonshire, in his address to Conference, specially directed the attention of teachers to this subject, and warned them that "It is a subject of the

gravest importance and needs an immediate remedy." He said, further, that "if this over supply continue, it needs no prophet to predict what must inevitably result." In the same year, and again in 1878, the Executive drew attention to this matter, and early in September, 1879, they gave a special instruction to the Parliamentary Committee to consider and report upon this subject. It will thus be seen that constantly since 1873 the attention of members has been directed to the subject of over-supply, either by the Executive or by Officers of the Union, and recommendations touching this question have been presented each year in the memorials on the Code. The Executive, recognising the great importance of this subject, have accordingly made strong representations to the Education Department by presenting a memorial which will be found on pages 183-5 of this Report. In the preparation of this memorial the Executive received considerable assistance from Mr. Tait, who devoted much time to the preparation of the statistics bearing upon the subject. A request was made to the Duke of Richmond and to Lord George Hamilton that they should receive a deputation with the memorial, and the correspondence is printed on pages 182-3. The Code of 1880, however, concedes some of the points urged in the memorial as remedies for the over-supply, and to that extent the action of the Union may be regarded as successful. The Executive beg to acknowledge, with thanks, the courteous attention given to a form of inquiry on the same subject, issued to the Principals of Training Colleges in England and Wales, and they note with pleasure not only that the Training Colleges Authorities substantially agree with the recommendations of the Union, but also that the action taken by the Scotch Training Colleges accords almost precisely with that indicated in the Memorial.

Law Business.—The claims of Members upon the Union for Legal Advice and for assistance in Law proceedings increase each year. Since the last Conference the Secretary has written 134 letters of advice on cases submitted for his opinion, and he has on two occasions acted as arbitrator between the contending parties. This portion of the Secretary's labours is necessarily of a confidential character and cannot be made public, yet it occupies no little share of his time and attention, and its value to the members cannot be over-estimated. The Law Committee have dealt with 54 cases, while no less than 36 have been submitted to the Solicitor for his opinion and preliminary advice. Legal action has been taken in several cases, of which the following are the chief:—

Case 1.—Claim for grant made and writ issued. Claim, with some deductions settled in favour of teacher.

Case 2.—Action taken to resist an illegal notice to quit by Managers. Notice withdrawn, and due notice given.

Case 3.—Taken into Common Pleas Division of the High Court of Justice. This was a case of libel. Counsel's advice taken, and writ issued. Libel withdrawn, and case settled to the satisfaction of the teacher. With respect to this case the Executive have called upon the teacher to refund the costs incurred, as he improperly settled the case without reference to the Executive, or to the solicitor in whose hands the matter rested. This is mentioned in this report in order to inform members that when a case is placed in the hands of the Union's legal adviser, it must not be arranged or settled without his consent.

Case 4.—Also a case of libel, carried into the Common Pleas. Writ issued. The result was the same as in the previous case, and this case was settled in the same irregular way. The member has been asked to refund expenses in this case also.

Case 5.—This was a case in which the teacher was summoned for assaulting

a scholar by punishing him. The solicitor conducted the defence, and, after two adjournments, the magistrate dismissed the summons, but ordered the teacher to pay two shillings costs. As this case was sent to the solicitor during the summer vacation without instructions from the Law Committee, the whole of the expenses of the defence will be paid by the member.

In the year 1876, when the law cases began to be numerous, the Committee drew up a classification of cases, and adopted rules of procedure in each case. For the information of members, a table, showing this classification, and giving the rules, is reproduced here.

Cases.	Rules of Procedure.
Class A.—Submitted by individuals, District Unions, or Associations for the advice of the Secretary.	The Secretary shall be empowered to reply to such letters at his own discretion, but shall report the cases and replies to the Committee or Executive.
Class B.—Submitted by individual Members, District Unions, or Associations (with an Enquiry Fee of 5s.), for the preliminary advice of the Solicitor.	To be sent at once to the Solicitor, and his reply forwarded to the applicant.
Class C.—Submitted by Associations or District Unions (without Fee) for the preliminary advice of the Executive.	To be considered by the Committee or Executive.
Class D.—Sent up after preliminary advice has been given, with a request that action be taken. Also cases of urgency, in which the Executive are asked to take immediate proceedings.	To be considered, and Solicitor instructed to take proceedings, if the Executive see fit.
Class E.—Cases adopted by the Union, and on which it has been determined to take action.	These to be cases of principle, or of general interest. Share of costs to be paid by the N. U. E. T. to be arranged. All proceedings left to Solicitor.

The thanks of the Executive are due to Mr. Lovell for his unwearying attention to the case of Mr. Goffin, and also to the Hon. E. Lyulph Stanley, who acted as a friendly adviser in the case. The solicitor has further been consulted respecting the legal status of the Union, and on several matters connected with the legal position of teachers. Counsel's opinion has also been taken in a few cases. In concluding these remarks on the law business of the Union, the Executive cannot refrain from stating that a large percentage of the cases came from those who did not become members of local associations until they needed assistance. With this fact before them, the Executive fully sympathise with the motion on this subject placed on the Conference Agenda by the Hackney Association. At the present moment four cases are pending, which, if not otherwise settled, will be carried into the High Court of Justice. The Executive have at all times, while giving legal assistance to the fullest extent of their means, endeavoured to reduce the amount of litigation, but in view of the growing number of cases, they must consider whether it is possible for the Union to provide, without limit, such costly assistance to its members. During the coming year no cases will be taken up which have not been sent through a local association, and in which the Association or the member does not undertake to defray at least one half of the costs incurred by the Union.

Meetings of the Executive and its Committees.—The increase in the business brought before the Executive and its committees imposes a heavy task upon the working members, as will be seen from the following table of attendances:—

TABLE SHOWING THE ATTENDANCES OF MEMBERS OF THE EXECUTIVE AT MEETINGS OF THE EXECUTIVE AND COMMITTEES OF THE UNION, AND AT MEETINGS OF THE PROVIDENT, BENEVOLENT, AND ORPHANAGE FUNDS.

Name.	Attendances at Meetings of the			Attendances at Meetings of the			Total.
	Benevolent Fund.	Orph. Fund	Provident Fund.	Exec.	Standing Com.	Spcl. Com.	
Grove, J. W. (President)	2	1	4	24	7	11	42
*Rankilor, G. J. (Vice-President)	0	0	...	15	1	4	20
Day, T. N. (Ex-President)	4	2	11	22	12	9	43
Greenwood, R. (Treasurer)...	8	4	21	22	26	12	60
Heller, T. E. (Secretary)	16	12	13	25	36	16	77
*Abbott, T.	...	6	...	17	1	2	20
Adams, J. F.	...	4	0	15	7	4	26
Calmady-Richardson, F.	...	...	...	18	10	...	28
Clark, H.	13	14	...	14	10	...	24
Clews, J. H.	1	1	...	4	2	...	6
Combes, H.	...	...	3	14	9	...	23
*Crowther, W.	...	2	...	2	0	...	2
Devonshire, J. H.	2	15	...	6	1	1	8
Faulkner, J.	...	...	2	4	0	...	4
*Gardner, W.	...	0	0	11	2	4	17
Genner, B.	...	...	...	20	12	...	32
Goffin, R. E. H.	...	...	1	4	2	...	6
*Graves, J. J.	...	2	...	12	2	3	17
Greenway, E.	...	...	...	9	5	...	14
Hamilton, G.	8	...	9	22	24	4	50
*Hare, J....	...	...	0	3	1	...	4
House, J.	...	...	...	4	2	...	6
*Howson, R.	...	...	...	3	2	...	5
Huitt, T. H.	...	...	9	9	9	...	18
Langler, J. R., B.A.	12	5	20	19	7	2	28
*Lethbridge, E. B.	...	4	...	23	5	6	34
*Moore, H. J.	...	...	...	10	2	3	15
Morgan, E. T....	16	...	22	18	12	1	31
Pink, W. T.	4	...	7	9	2	...	11
Potts, L. W.	...	10	...	16	5	6	27
Russell, J.	2	...	...	15	11	5	31
Smith, C.	...	...	16	11	8	1	20
Smith, T. H.	9	7	8	15	14	3	32
Sneath, G. J.	7	...	6	22	19	1	42
Stokoe, R.	...	0	7	5	9	1	15
Sykes, R.	...	15	...	21	12	3	36
*Tait, S. B.	...	3	...	14	2	6	22
*Tidmarsh, J.	...	...	...	4	0	...	4
Wells, W. G.	...	7	0	14	3	2	19
Wild, R., B.A....	9	...	...	20	17	1	38
Williams, S.	...	...	...	6	1	...	7

* These Members reside out of London.

PENSIONS.—The Executive have during the past year maintained their position respecting the new conditions under which pensions are granted, and have petitioned Parliament to the effect that the teachers who took service in elementary schools between the years 1847 and 1862 might be allowed to apply forpensions on the conditions set out in the original Minutes. So far the Department have not seen fit to grant this concession, but maintain conditions which prevent many of the teachers most entitled by good service and need to the help which these pensions

would afford, from applying for the same. On the other hand, it is a matter of congratulation that through the action of the Union in former years a substantial sum (£5,000 this year) is now being annually contributed by the State in fulfilment of the promises held out by the Government under the old Minutes. It appears from the last return of the Education Department that 266 applications for pensions, fulfilling the conditions of the Code, had been made by English teachers, and that 207 had been granted—viz., 5 of £30, 68 of £25, and 134 of £20. The Department had also awarded twenty gratuities amounting to £1,260. The number of applications from Scotch teachers was not stated, but it appears that only fourteen pensions had been granted—viz., 2 of £30, 3 of £25, and 9 of £20. It would be instructive to know how many teachers who, having fulfilled the original conditions of the Pensions Minutes, have been rejected; and how many have been prevented from making application by the stringency of the newly-imposed conditions. These cases are not noticed by the Department, but it is on these teachers that the great injustice of which we complain is inflicted.

Deputations.—In accordance with a resolution of the Nottingham Conference the Executive have been anxious to give the Secretary more opportunities of attending meetings of Local Associations, but the increase in the general work of the Union, and particularly in the clerical work of the office, has prevented this being carried out to the extent which they deem desirable. As an alternative, whenever the Secretary had been unable to attend local meetings, the Executive have deputed members of their own body to perform this duty, and the thanks of members are due to Messrs. Grove, Rankilor, Day, Gardner, Graves, Sykes, and Tait, for undertaking this duty at various times during the year. The Executive have, as in former years, sent deputations to the meetings of the Educational Institute of Scotland, held in September and December, 1879, to the Social Science Congress in October, and to the Irish National Teachers' Organisation in December last. They are of opinion that the attendance of deputations from Scotland and Ireland at the Annual Conferences of the Union, and the return visits made by the representatives of the Union, tend much to strengthen the sense of unity among the members of the profession throughout the United Kingdom, and that mutual benefit is derived by these interchanges of courtesy and opinion. The value of this connection between the members of the profession in the three countries is most strongly felt whenever definite Parliamentary action has to be taken, as by this means the Union is enabled to reach not merely the members of the House for England and Wales, but also those for Scotland and Ireland. Early in the present year a Deputation waited on the Secretary of the Education Department in reference to the sudden disallowance of grants on such half timers under the Factory and Workshops Act, who had not reached the standard required by the local Bye-Laws. Sir F. R. Sandford in replying said that in the cases where the grants had been disallowed, the Department had subsequently paid, with a warning that in future the grant would not be paid on any half-timers who did not satisfy the Bye-Laws of the locality. The Department will continue this course until a decision has been given by the Court of Appeal on the Oldham case.

Office Work.—Throughout this report allusions will be found in reference to the extra labour thrown upon the office by the development of the Union. The Executive have also to point out that the growth of the Teachers' Benevolent Fund, the Orphanage and Orphan Fund, and the Provident Society has, as was fully expected, largely increased the duties thrown upon the Secretary and the office staff, and they think the time has now come when some definite arrangements must be made with the managing bodies of these three kindred societies whereby the cost of the necessary additional clerical assistance should be defrayed by the Funds. The Central Committee of the Benevolent, and the Council of the Orphanage and Orphan Fund have already agreed that some

arrangements of this kind should be made by the Executive, both in the interests of the Union and of the Funds themselves. A considerable part of the work of the Provident Society has latterly been voluntarily performed by Mr. E. T. Morgan, and the Society has not, therefore, been of late a tax on the strength of the office staff to the same extent as the other Funds. This, however, is only true of part of the year. The Executive, while dealing with the subject, have much pleasure in submitting for the information of Conference the annual Reports of the three Funds.

It is a matter of sincere congratulation that these branches, created by the Union and organised under its auspices, should at length give such clear indications of having taken firm root, and of springing into vigorous life. The Provident Society is not yet adequately supported, but when its far-reaching effects upon the profession are clearly understood, the Executive believe that a much larger number of teachers will avail themselves of its advantages.

The Executive cannot close their Tenth Report without tendering to the President their thanks for the courteous and attentive manner in which he has conducted the business of the Union during his year of office. Their thanks are also due to Mr. Sneath and the managers of St. Andrew's School, Holborn, for the permission to hold the Saturday meetings in Hatton Garden. They sincerely trust that the unity which has characterised the relations of the Union and the Executive in the past may be fully maintained in the future, and that the manner in which the Executive and Officers have performed their onerous and responsible duties will be regarded with consideration by the general body of Members.

REPORT OF THE GENERAL TREASURER FOR 1879.

Ladies and Gentlemen,—I am glad to be again able to congratulate you on the improved state, on the whole, of the finances of the Union. The least satisfactory feature, by far, in the balance-sheet is the small increase (£68 7s. 6d.) in the amount of subscriptions. Notwithstanding the unusual augmentation in the number of elementary teachers during the past year (4,000), the increase in the number of members has been comparatively small. This points to some defect in our organisation, and requires our serious attention. I have reluctantly come to the conclusion that our policy must be more in accordance with the lines indicated by the Hackney resolution on legal cases. The collection of subscriptions is not always the most pleasant of the voluntarily-undertaken duties of the officers of Associations. To them the heartiest thanks of our members are due, but I would respectfully and strongly urge that the subscriptions should be collected early in the year, and that no artificial difficulties in the titles or rules of Associations should be placed in the way of those who wish to join the Union. I think every elementary teacher, whether certificated or not, should have the right to join the nearest Association on the payment of a moderate subscription, without also paying an entrance fee or being balloted for.

There are some outstanding accounts on Advertisements, Tax Expenses, and Rent. It is hoped that Dividends, which appear now for the first time, will become a permanent source of income.

It is very gratifying to find the General Fund dependent on the Reserve Fund to so small an amount. In 1878 the amount borrowed from the Reserve Fund was diminished by £48 7s. 7d. (£249 11s. 9d. minus £201 4s. 2d), but this year it has been diminished by £134 5s. 4d. (£201 4s. 2d. minus £66 18s. 10d.). On the other hand it will be found that owing to the expenses of an exceptional legal case the Reserve Fund has been diminished by £94 6s. 7d. (£367 16s. 1d. minus £273 9s. 4d.),

notwithstanding special payments to the Fund during the year of £87 7s. 2d. The Executive were of opinion that these expenses could be fairly paid out of this Fund, and passed a resolution to that effect. How much of the £87 7s. 2d. contributed to the invaluable Reserve Fund would have been contributed but for this special case, I have no means of ascertaining.

The rent has now reached such an amount (interest on £2,000 at 3 per cent.) as to suggest the advisability of our taking steps to secure premises of our own, which shall not only afford greater facilities for the transaction of the business of the Union, but also provide other accommodation for teachers.

I feel that I should be wanting in my duty did I not point out that the travelling expenses of the Executive have increased 500 (five hundred) per cent. since 1875 6. I have no idea of the amount of the annual subscription which will be required if the number of elected members of the Executive be raised from 24 to 50.

When Mr. Heller could not be spared from the office to visit Associations at a distance, members of the Executive have kindly undertaken the duty. This partially accounts for the increase in the cost of deputations. Owing to the dates of the meetings of the Scotch Institute, the expenses of one deputation which might have been included in the expenditure for 1878, have been added to that of 1879.

The receipt of a copy of the Annual Report has up to the present time been looked upon as a right to which each member is entitled. The expense of printing is heavy, but this year some saving has been effected which I cannot look forward to again.

It has been computed that at least £150 has been saved on the general printing account by the use of the electric pen in the office. This has been a handsome compensation for the slight increase in salaries.

Although the office of Treasurer is not without anxiety, I shall always consider it a very great honour if re-elected the second time without opposition.

RD. GREENWOOD, *Treasurer.*

NATIONAL UNION OF ELEMENTARY TEACHERS.

DR. RESERVE FUND BALANCE SHEET, 1879. CR.

	£	s.	d.			£	s.	d.
To Donations to Fund, 1875-6 ...	213	8	1	By Goffin Case Expenses		181	13	1
,, ,, ,, 1876-7 ...	111	8	0	,, Loan to General Fund.....		66	18	1
,, ,, ,, 1877 (9 months)	19	19	0	,, Balances of Reserve Fund—				
,, Donations to Fund, 1878	23	1	0	Invested in Consols £120 0 0				
,, ,, ,, 1879	87	7	2	In hands of General Treasurer, December 31st, 1879	86 10 6			
						206	10	6
	£455	3	3			£455	3	3

R. GREENWOOD, *Treasurer.*

Audited and found correct, February 26th, 1880,

(Signed) CHAS. WILSON, GEORGE ELLIS, } *Auditors.*

NATIONAL UNION OF ELEMENTARY TEACHERS.

BALANCE SHEET FOR 1879.

Dr.

	£	s.	d.
To Annual Subscriptions	1,408	14	0
Advertisements in Report for 1879	52	1	7
Sale of Agreements, Forms, &c.	8	14	0
Inquiry Fees	2	15	0
Law Expenses (repaid)	0	19	0
Rent (Room sub-let)	7	16	3
Reserve Fund (Goffin expenses)	181	13	11
Dividends	3	14	6
Loan from Reserve Fund	66	18	10
	£1,733	7	1

Cr.

	£	s.	d.	£	s.	d.
By Balance due to Reserve Fund, Dec. 31st, 1878				201	4	2
Salaries and Wages				556	7	6
Rent				57	10	0
Housekeeper and Cleaning				24	19	0
Fuel and Gas				6	10	9
Furniture and Repairs				5	15	3
Conference Expenses				55	3	7
Travelling Expenses, Executive	188	15	10			
" " Deputations	50	17	9	281	14	8
" " Secretary	42	1	1			
Law Expenses (Ordinary)				26	9	0
General Printing, Books, and Stationery				85	2	8
Printing Annual Report				173	4	0
Postage				56	6	0
Expenses of Goffin Case :—						
Printing	65	13	0			
Parliamentary Papers and Reports	26	9	7			
Postage	19	2	10			
Law Expenses	54	3	6	181	13	11
Secretary's Expenses (Travelling, &c.)	12	0	0			
Special Conference with M.P.'s	2	15	0			
Messengers and Petty Cash	1	10	0			
Issue of Annual Reports				5	10	
Stamps and Bank Charges				3	16	10
Auditors' Fees				2	2	0
Subscription to Social Science Association				2	12	6
Reporting Parliamentary Debate				3	15	0
Petty Cash				3	10	3
				£1,733	7	1

R. GREENWOOD, *Treasurer.*

Audited and found correct, February 26th, 1880. (Signed) CHAS. WILSON, GEORGE ELLIS, } *Auditors.*

Papers read at the Annual Conference.

THE SUPPLY OF TEACHERS.

By Mr. WILD, B.A., F.C.S., East London.

The importance of this question is admitted on all hands, but the numerous discussions that have taken place in the country, and the number of resolutions sent up for the Agenda paper of Conference, show that it has in the eyes of the profession a pressing and paramount importance. It behoves us, therefore, to be careful not to be carried away by hasty deductions and generalisations, but to weigh carefully all the facts and figures that bear on the subject, so as to arrive at conclusions that may influence those who have in their hands the regulation of the supply of teachers.

The objects I have placed before myself in this paper are, in the first place, to show that there is an over-supply of teachers; this involves an estimate of the number of teachers that ought to be supplied, and a statement of the actual number appointed. Secondly, to show that this over supply is felt by teachers, students, training college authorities, &c.; and, Thirdly, to suggest what appear to me the proper remedies. I did once intend to lay before you some account of the various methods employed in training teachers in America, Germany, France, and other countries; but this would have extended my paper much beyond the limits fixed, and, therefore, I felt compelled to omit it.

As a preliminary let me briefly enumerate the various avenues by which persons are at present admitted into the profession—(1) The most regular, in fact, the normal or orthodox method, is by serving as pupil teacher for five (four) years, passing each year an examination, increasing in difficulty, in the various subjects required by a teacher, and at the close of this period passing the Queen's Scholarship Examination, and entering a training college for two years' residence. At the close of each year passing examinations conducted by Government authorities, then serving as probationers for two years before finally receiving the parchment. All the other ways of admission into the profession dispense with some of these requirements—thus (2) some students are allowed to omit the second year's college training, and to pass as probationers, on the easier examination of the first year's course. (3) Some are allowed to omit the two years college training altogether, are allowed to take first or second year's papers at their own discretion and have even specially prepared easy questions inserted in the first year's examination papers, which they alone can take. Nay (4), some are allowed also to omit in addition the apprenticeship, and to substitute for the five (four) years a period of six months' service in schools under certificated teachers. (5) We have not even yet reached the end of the omissions; for Article 59 of the Code allows certificates to be granted without examination at all, so that even the easy questions of the acting teachers of the two preceding classes are dispensed with, and to these certificates have been awarded. (6) Yet again, Article 60 grants certificates to candidates who have completed their apprenticeships only, and even admits pure outsiders, who may never have been inside a school, but who have scraped together just so much knowledge as will enable them to pass the examination for entrance to college without training of any kind; and it must be borne in mind that all these classes are included in the same category, and are esteemed certificated teachers.

It is impossible to restrain an exclamation of indignation at the degradation of the term. Surely if there need be such variety of requirements, some variety of nomenclature might be permitted. This statement is liable to modifications from the concessions granted in the Code just issued.

To proceed to the first item of our proposed object.

It is not universally admitted that there is an over-supply of teachers, for in the Blue Book for 1879, pp. xvi., xvii., in the Report of Committee of Council to Her Majesty, we find the following:—"The Training Colleges can at present furnish "a yearly supply of some 1,500 teachers, who have been trained for two years. This "supply would be of itself sufficient to fill up the waste (calculated at 6 per cent.) in "a staff of 25,000 teachers. Looking at the large number of qualified candidates for "certificates who yearly enter the profession through other channels recognised by "the Code, we see no reason to doubt that, even taking into account the extent to "which certificated assistants are now being employed in many of the large schools "that have been established during the last few years, the supply of teachers will "very shortly be found sufficient fully to meet the requirements of the country. *It* "*is not so at present*, and in view of this fact, and of the applications for annual "grants lately received from small schools in country districts, and the number of "these districts, we have renewed for a term of two years."—Art. 59.

It will be well, therefore, to question the figures which the Committee of Council authoritatively supply in their annual Blue Books, and see if they confirm or contradict this assertion of "My Lords." In order to do this, I have prepared the following table, containing such statistics as seemed to me necessary for setting out the facts of the case. To this table I proceed to draw your attention:—

	A.	B.	C.	D.	E.	F.	G.
1.	Blue Book for	1879.	1878.	1877.	1876.	1875.	1874.
2.	Statistics for year ending August 31st ...	1876	1877	1876	1875	1874	1873
3.	1. No. of Schools Inspected	16,410	15,287	14,368	13,290	12,246	11,846
4.	2. No. of Departments Inspected ...	23,618	22,033	20,782	19,245	17,646	15,929
5.	3. No. of Certificated Teachers ...	27,324	24,841	23,053	20,940	18,714	16,810
6.	4. No. of Assistants (Art. 79) ...	5,480	4,021	3,173	2,713	2,489	1,979
7.	5. No. of Pupil Teachers	34,399	34,008	32,231	29,667	27,031	24,674
8.	No. of Certificated Teachers who ought to have been added — To provide for increase in No. of Departments ...	1,585	1,251	1,537	1,599	1,717	1,828
9.	No. of Certificated Teachers who ought to have been added — To provide 6 per cent. waste	1,490	1,383	1,256	1,123	1,008	886
10.	Total number required	3,075	2,634	2,793	2,722	2,725	2,714
11.	Certificated Teachers added during the year — After 2 yrs training	1,463	1,455	1,454	1,396	1,472	1,302
12.	Certificated Teachers added during the year — ,, 1 ,, ...	27	30	25	41	27	42
13.	Certificated Teachers added during the year — Acting Teachers...	2,231	1,864	1,488	1,359	1,327	1,178
14.	Certificated Teachers added during the year — Under Art. 59 ...	197	509	269	260	394	590
15.	Certificated Teachers added during the year — ,, ,, 60 ...	378	456	374	319	241	188
16.	Total number added	4,296	4,314	3,610	3,375	3,461	3,290
17.	Teachers added in *excess* of requirements	1,221	1,680	817	653	736	576
18.	Increase in number of Assistants, Art. 79	1,459	848	460	224	519	324

In line 4 you will find the number of school departments inspected, and as each one of these at least ought to be under a certificated teacher we may take the increase in the number of departments as furnishing us with the first item in the number of certificated teachers who ought to be supplied. This increase will be found in line 8.

In line 5 is the number of certificated teachers employed, and as the officially-ated waste is 6 per cent. (though we have not been able to discover any figures which give so high a waste), this percentage, found in line 9, gives us the second tem in the number who ought to have been supplied. These two items are thrown e gether in line 10.

Turning now our attention to the number of teachers who were actually certificated in the several years, the five avenues to the coveted certificate are indicated in lines 11, 12, 13, 14, and 15, and the numbers entering by each are stated. The total number of certificated teachers added during the several years will be found in line 16, and the difference between line 10 and line 16 will give us the number, stated in line 17, appointed in excess of all legitimate requirements. To make this clear, let us take column B., being the statement for the year ending August 31st, 1878. We find the

Increase in the number of departments inspected ..	=	1,585
6 per cent. on the certificated teachers of previous year	=	1,490
Giving a total number of teachers required to be added	=	3,075
Line 16 shows the number actually added	=	4,296
Hence the number appointed in excess	=	1,221

or nearly 40 per cent. on 3,075 the number required.

In 1877, column C, line 17, the excess was 1,680, or over 60 per cent. on 2,634, the number required. In 1876, 817, or over 30 per cent., &c.

In addition to this we would call attention to line 18, showing the increase in the number of assistants employed under Article 79, which has been especially marked in the last two years.

These figures seem to us to speak "trumpet-tongued" at the lavish, not to say reckless way, in which the numbers of certificated teachers have been augmented, especially during the last two years, and to account fully for the trouble and distress which have been experienced by teachers all over the country; this distress is indicated by the following statements of facts:—"I was the fortunate master of a good school, and gave perfect satisfaction, as my reports and testimonials will show. My clergyman, knowing he could get a man cheaper, offered me reduced terms, which I could not accept, and am now living on my very small capital." A teacher's attempts to get a school.—"Applied for one in the Isle of Man; requested to allow my application to remain on; took ten weeks and three meetings; over 200 applications. Applied for a school in Essex; 150 applicants; local man appointed. In N. Yorkshire; saw the secretary; applications not counted; bundle of letters, 18 in. long 12 in. wide, and 12 in. thick. In Derbyshire; 208 applicants; salary £120. In Lincolnshire, Boston; successful; 145 applicants; for £100 and house." The following is given to me on the authority of the Chairman of the Croydon School Board:—"A place was advertised worth £150; there were 180 applicants; 100 of these were, in the opinion of the Chairman, well qualified for the place, and forty of them were good enough for anything that could be offered them."

This seems to show that it is not always the incompetent teacher who fails to get a place. Managers are too much compelled by the pressure of circumstances to favour the cheaper candidate. This is illustrated by the following, which occurred to a friend of my own:—"Pecuniarily straitened, the managers decided to close the school, gave the master three months' notice, excellent testimonials, many regrets, &c., &c. While serving out the notice, the master learned incidentally, not from the managers, that they had decided to continue the school and had offered the assistant a lower salary to take the head master's place.' Comment would be superfluous.

This over-supply is shown also by the increasing difficulty which the Training

Colleges experience in placing their students at the end of their two years' training, a difficulty which was hardly felt some years back. Many of the College authorities have replied to a circular sent out by Mr. Heller, asking for information on this point, and also whether there had been any reduction of salaries. In their replies some say that salaries are about the same; some that they have no accurate information easily obtainable; others feel a sensible decline. One gentleman says, "the average salary has declined 12 or 15 per cent." Another—"the students are slower to be placed, and are taking lower salaries." Another, "average salary 1877, £75; 1878, £83; 1879, £60." Another, and this is from one of the largest and best Colleges—says "the minimum salary offered to outgoing students was in 1876, £85; 1878, £80; 1879, £70; and we had 20 students unplaced at Christmas 1879, while in 1878 we had 12, in 1877, 4, in 1876, 2." Nearly all show an increasing number unplaced at Christmas. I find the following:—33—25; 12 out of 17; 24 out of 32; 24 out of 33.

The Training College authorities throughout the country have already presented a memorial to the Department, calling attention to the "over-supply," and asking that the granting certificates to ill-qualified persons should be restrained.

We have heard many complaints from young persons who have left College and are still a burden and expense to their parents, at a time when they hoped to have been able to lessen their indebtedness to those whose love and devotion had already been lavishly bestowed upon them.

Surely nothing more can be required to prove that there is an excessive supply of teachers. But we are told that this will regulate itself; this is but a temporary inconvenience, and will right itself. We know that nature permits no infringing of her laws, and that she will avenge this breach of the natural law of supply with a merciless severity. Agreed, yet it seldom happens that the severity of nature's punishments alights upon the really guilty parties. A shipowner sends his craft to sea, ill-found and ill-manned. Nature resents the breaking of her laws, but it is not the life of the shipowner that is sacrificed; it is the trusting mariner who dies, it is the confiding merchant who is ruined. A signalman is careless and opens the wrong points, but it is upon the unsuspecting travellers that the doom falls. In the same way "My Lords" make the regulations and open wide the portals, but it is the innocent teacher, it is the cause of education that suffers. Therefore let us see that we do not break nature's laws, and then trust to her to correct our mistakes. Let us rather see that her laws are obeyed and the supply bears a proper relation to the demand. At all events, even if all are to be admitted who apply, let them, at least, show they possess the requirements that are deemed necessary. The authorities have laid down that, in their opinion, a perfectly qualified teacher should possess the qualifications and undergo the training we have already briefly sketched. Let them stick to this standard of attainments, and even if they say (as I think they do, by the fact that there are less than 3,200 places in the training colleges) that a college training is not essential, let them, at least, insist that all candidates shall give proof that they possess the necessary knowledge and the necessary ability to impart that knowledge. This is the least the country has a right to ask, and it is only by this that an efficient body of teachers can be maintained. A leading member of the Executive, who tells me that he makes a point of taking every opportunity of gathering the opinion of the "powers that be" on questions of importance, says that recently, in a conversation with a member of "H. M. Inspectorial staff," this gentleman justified the flooding the profession on the remarkable ground that it was necessary because a great part of the teachers appointed could not teach." Of course, we know, that in spite of their want of training, all Inspectors can inspect; and we have no reason to doubt that they could also either teach, or command the navy, or conduct a diplomatic mission, as well as they can inspect;

but if we admit for a moment that his assertion has some substratum of truth, that very fact would cry aloud in favour of the alteration we seek. Who but the authorities have been foregoing qualification after qualification, reducing the standard time after time, admitting these teachers who cannot teach, if it be so, and thus entrusting the education of the country to more or less incompetent hands.

In 1874 the Department were warned as to the consequences of this course of action, by a deputation from the Executive, and they have since been reminded over and over again by various educational bodies, and during the last month by a Memorial on the Supply of Teachers, forwarded from the officers of our Union on our behalf, and asking for such alterations as we think necessary. They have granted our request limiting the pupil teachers from "three" to "two," they have increased the experience required from acting teachers from six months to "twelve;" they require every provisionally certificated teacher to serve two years before he can be examined for a permanent certificate, and above all they say that Certificates without examination shall cease to be granted after March 31st, 1881.

While thankful for these modifications, we feel that until every certificated teacher is requtred to show that he possesses the proper attainments we must continue to urge our very moderate demands, and we propose, therefore, to rise above the department officials, and appeal directly to Her Majesty's Government, asking for imperial consideration for what is an essentially imperial question, viz., the efficient education of the country.

Before finally moving the resolutions standing in my name, printed in the agenda, there are two points to which I would call the attention of the Conference. It seems to me desirable to retain some lower form of qualification than what we may call the complete certificate—something like the provisions of Article 60 of the Code, which allows certain persons to be what is called "provisionally certificated" (N.B.—It is explained in Article 61A that this provisional certificate is not a certificate, but is confined to an entry in a register; it would seem desirable then to call it registration and not certification) for service in small schools.

I cannot but think that something of this kind is essential in the present circumstances of the country. In the Blue Book for 1878, p. xvi., it is stated:—"Of the schools visited last year (1876-7) more than 700 had accommodation for less than 60 scholars, while more than 3,300 provided for less than 100 scholars. While about 23 per cent. of our schools held less than 100 scholars, there are in England and Wales 8 counties in which 10 per cent. of the schools held less than 60 scholars, 25 counties in which more than 30 per cent. held between 60 and 100 scholars, and 11 counties in which no fewer than 40 per cent. provided accommodation for less than 100 scholars." I believe such schools might prove valuable training ground. Of course, I would not allow a provisional registration to last for more than five years, though it might be renewed for a second or further term of five years so long as efficient service is being rendered, but the *registration* should *never* be changed for *certification* except after compliance with the conditions demanded from other certificated teachers.

Again, as I hold that the main, if not the only, source of supply of teachers ought to be from the ranks of the pupil teachers, I think that the conditions offered to them ought to be such as, while attracting and retaining the most capable candidates, ought to weed out and reject the incapable. I do not think the present conditions fulfil either of these requirements. We do not, as a rule, secure the very best even of the material that might be secured; and if the interests of education ought to be secured, the low rate of pay, the age at which apprenticeship commences, the long hours, the arduous nature of the work to all who do not possess the true teacher spirit—which has much in common with the twin martyr

virtues, enthusiasm and endurance—all these need consideration so as to rob them of all unnecessary hardness. As to the long hours, if a boy goes into a trade or an office his work is done when he closes the door behind him. Not so the pupil teacher: his lessons begin generally before breakfast; he is teaching all day and has his home-lessons and studies to do all night, often of indefinite amount, and, therefore, all the more oppressive to a conscientious individual. The children of our schools do not as a rule remain with us after thirteen; therefore, as fourteen must be the age of apprenticeship, there requires frequently no little management to overcome the obstacles presented, and obtain the sacrifices which are demanded. I should gladly see some scheme which would enable us to take a child, on attaining the age of thirteen, and secure him by a fair payment and fair conditions for a term of preliminary apprenticeship for two years, to be followed by a further period of apprenticeship for three years, under liberal terms and more stringent conditions, of those who had shown, during the preliminary period, their aptitude for the duties; in this way we should, I believe, secure a better supply of better candidates. At present we are often compelled to take whatever offers, though we may feel profoundly dissatisfied both with the mental ability and the teaching capacity. Until this is remedied we shall in vain look for the degree of perfection in the members of the profession which we all ardently desire.

Meanwhile we have the most perfect right to demand that the Department shall cease to flood the profession with the more or less incompetent persons, who are unable to satisfy the moderate conditions they themselves have laid down; that, having once determined what shall be the qualifications necessary for certification, these qualifications shall not be changed, except after thorough consideration and proved necessity; that the value of the certificate shall not be an unknown quantity, fluctuating with the whims of officials, but that it shall be in its way an educational degree as definite and as much respected in its proportion as the degrees of Arts, Laws, &c., conferred by the responsible Universities.

It is with some hope of attaining this, that I have to ask you to sanction the resolutions standing in my name.

GRADED SCHOOLS AND INTERMEDIATE EDUCATION.

By Mr. T. TURNER, Kingsdown, Bristol.

Mr. President, Ladies and Gentlemen,

In no way can I so well prove my appreciation of the honour conferred on me in being asked to open a debate at this Conference as by entering at once upon the large and important subject placed in my hands, namely, Graded Schools and Intermediate Education.

And, at the outset, I am anxious to explain in what sense I adopt the term "graded schools." I fear that both without and within the profession, some erroneous opinions have obtained currency respecting it. There are those who, having first met with the term in the *voluminous*, I do not say *exhaustive*, reports of the "Schools Inquiry Commission," and the schemes under the Endowed Schools Act, 1869, have assumed that the term and all that it signifies, are creations of some external power, and that ere long these model creations will become the patterns to which all schools must conform. Now, to do my part toward dissipating this false notion, allow me to enunciate three simple principles:

1. The need and demand for schools of *any* and *every kind* can only arise from

an existing material and social condition. 2. Schools will group or grade themselves according to these conditions. 3. The grading will of necessity be *multiform* and *complex*.

You know full well that all educational life and growth are from within. Neither schools, nor teachers of highest worth and rank, can be manufactured to pattern. For, as in the plant-world, "the fruit tree yielding fruit *after his kind*" was the true law of development; so also, in the sphere of human nature, the highest development is that which, recognises alike in the teacher and the taught, in the school and the community, the law of "each after its kind." And herein lies, to my mind, the strong and unanswerable ground upon which you ask that the inspectorate of schools shall be opened, and opened freely, to *experienced teachers*. The University, it is true, may attract and form the scholar and the gentleman, but the very process which carries a man through a successful, not to say brilliant, career at college, tends, as a rule, rather to *unfit* him for the modest work of a teacher, or the nice discrimination and patient investigation of the Inspectorate. It is true, here and there, a man of robust mind, large heart, and broad sympathies, has broken through the likings and habits of the student and rapidly developed into an efficient Inspector; while others, again, conscious of their want of sympathy and experience in school-life, but with a strong and conscientious integrity and love of fair dealing, labour on with noble self-sacrifice and patient industry to acquire those habits and qualifications which are essential to the faithful and efficient discharge of their duties. But, while admitting ready success to the one class and an ultimate, though more tardy, success in the other, yet, I maintain, these are but the exceptional few; while, of the many, it may be said in all fairness and charity, they blunder on through an unhappy course of mutual mistrust and dissatisfaction, into a perfunctory performance of certain duties, devoid of heart, life, and sympathy. I speak warmly and confidently on this point, for there remain yet those who need to be told that there are mental and moral forces at work in every school, whether primary or secondary, which defy measurement by rule and plummit, and such as no Gradgrind can ever understand, much less fairly appraise. It is true there are outward and visible signs of educational progress, but there are likewise inward and spiritual graces of heart and mind culture; and that inspection, which fails to search out the one as well as measure the other, most certainly falls short of finding the true *resultant of educational forces* in any given school or district.

I must now take a brief and hasty survey of the educational field included under the term secondary or intermediate schools. The field is large and most imperfectly known. Well accredited facts are few and scattered; while myths and caricatures are many and well known. As you are all well aware, in December, 1864, a Royal Commission was appointed to explore and reveal this *terra incognita*. In 1868, the Commissioners made their *General* report in a tolerably bulky volume, and the *details* upon which that report was founded in nineteen supplementary volumes. Notwithstanding the labour expended, and some valuable information and suggestions given, I feel bound to add that a grand opportunity was well-nigh wasted, and, in one respect, worse than wasted Thus, one would have expected that with all the resources of a Royal Commission we should have had reliable and somewhat exhaustive and classified returns of the numbers of scholars, schools, and teachers within the scope of the inquiry. And, in the second place, seeing that by far the larger part of the inquiry had to do with *private* schools, and that the teachers of these schools neither received, expected nor asked for anything at the hands of the Commissioners or the nation, it would have been expected that all ordinary care would be taken to secure their co-operation by a show of impartiality, courtesy, and fair dealing that alone could secure it. Yet, will it be believed that the first approach to these was throughan official

document asking for detailed returns, before which your returns either to the Educational Department or School Boards are small indeed; and after some experience in statistical inquiries, I venture to pronounce puerile (in a double sense), vexatious, and utterly useless. I need hardly add, in numberless cases, the forms found their way into the waste-paper basket. In the absence, then, of such returns as might reasonably have been expected, the Commissioners accepted an approximate estimate made by Dr. Farr, based upon the number of houses rated at £20 a year and upwards, and marriages by license. It is true some verifications upon limited areas were instituted, with the general result of confirming Dr. Farr's estimate. The numbers so adopted stand thus:—Taking the population of England and Wales, in 1864, at 20,772,009, it was found that the total boys of the upper and middle classes, ranging from 8 to 16 years of age, was 260,000, or about 12½ per cent. of the population.

Accepting this proportion, and applying it to the present computed population, and making some other slight rectifications, the following result may be taken as representing pretty nearly the area with which I have to deal:—

	Boys.	Girls.	Total.
From 8 to 16 years..	306,000	302,000	608,000
„ 8 „ 18 „ ..	384,000	380,000	764,000

The first total is probably slightly below the actual number of scholars attending all classes of secondary schools, while the second number is too high, for the obvious reason that only an inconsiderable portion of boys and girls continue at school until the more advanced age; while also many leave school before they arrive at sixteen. Allowing, then, those who continue beyond sixteen to balance those who fall off under that age, I take my first numbers as within the reality.

It would be interesting and useful to know how these 600,000 pupils are distributed amongst the several classes of existing schools, what ratio they bear to the teachers who educate them, and how these teachers may be grouped as regards proved ability both to learn and to teach. On such points, however, very little can be said, for the sufficient reason that very little is known. From the Blue Books already referred to, I gather that there are in the various grammar and other endowed schools of England and Wales about 37,000 boys, and probably not one-tenth of that number of girls. Hence, it follows that about seven-eighths of the boys, and nearly all the girls—that is, at least 550,000 boys and girls of the middle classes are under the care of something like 25,000 *Private Adventure* Teachers.

And here the question naturelly arises, Who are these adventure teachers, and whence came they? The educational Blue Books are wellnigh silent. Fiction has supplied a few samples—so graphically drawn that they live on; and by many are still accepted as the normal type of the class. Yet, we should do well to remember that, while all England was laughing at the inimitable sketch given by Charles Dickens of Squeers and his Do-the-Boy's Hall, an Arnold was, in his *private adventure* school at Laleham, quietly solving the problem of how to reform Rugby, and through it, the whole middle class education of the country. But, it may be asked, is not the latter exceptional, while the former is a fair class type? In *degree*, I grant it may be so, but in the leading characteristics themselves, I maintain the Laleham School is now fairly representative. What do the Commissioners themselves say on this point? I will give only two quotations in reply:—Mr. Fitch says, "Among these gentlemen are some who evince an enthusiasm in the work of teaching, a knowledge of the best methods, and a wealth of educational expedients which are quite remarkable." And again, Mr. Stanton reports (Vol. 7, p. 65), "It may have been the fashion with some to abuse the rivate school, and believe it, upon no better foundation than the

exaggeration of rumour or the childish feelings of class, to be a nearly worthless institution. A visit to some of the schools would soon have dispelled such illusions." . . . . "An able and intelligent master has a scope and freedom which no master of an endowed or proprietary school can enjoy. *All our great schoolmasters have been those who have been least interfered with.*" It is this freedom, coupled with the fact upon which it rests, namely, that the adventure schoolmaster provides his own capital, that I base my belief that, for the mass of the middle-classes of our and, these schools will never cease to be; but, on the other hand, with only the means of self-protection, and fair and open competition, they will prove themselves equal to the severest demands that can be made upon them.

Allow me to specify some large sections of this army of teachers. 1. University graduates who have taken to teaching from the love of it. 2. Masters of endowed schools, who, having collided with the authorities, have become their own governors. 3. Teachers of public elementary schools, who having given proof that they can teach efficiently, have won the confidence of the well-to-do, and been induced to change their sphere of labour. 4. The sons and daughters of successful elementary teachers, and who, in many cases, have obtained university degrees. The list, I am aware, is not complete; for unfortunately there are also charlatans, empirics and incapables. The former, I am bold to say, constitute the mass; and these for years have importuned for a power that will eliminate the latter. It is hoped the time is now very near when that will be done. I would then very briefly repeat that in the strong individual interest manifested in the employment and risking of the required capital, combined with the essential freedom of action, I see the conditions that will secure for the private adventure teachers as noble and beneficial a career, both as regards themselves and the nation, as was that won by the noble, daring, and self-denying deeds of those pioneers of England's commerce, the adventure merchants of olden days; and, therefore, for one, I accept and glory in a name, applied, perhaps, in contempt, yet one, both abstractedly and historically a very crown of glory.

Having thus hurriedly and superficially disposed of the scholars and the teachers, I turn to the schools. So far as the endowed and proprietary schools are concerned, they now either have already, or are in prospect of soon having, under the operation of the Endowed Schools Act, buildings in every way worthy alike of the work and the country. I mention this the more readily, it being one of the directions in which the action of the Commission has produced good fruit. And when from the buildings we pass on to the classification of the schools themselves, we see another result likely to have in the main an abiding and beneficial effect upon secondary education. I refer to the grouping of schools as first, second, and third grade; this grading being made to depend upon the age which the various classes of youths close their school career, and is at once simple and natural. Thus, the youth whose school life is to close at fourteen requires, and should have, a course of training complete in itself, rather than a section only of an education framed to extend to the sixteenth or eighteenth year, and then purporting to lead to the university. This demarcation, tending to give a definite scope and purpose to each institution, whether public or private, will, as time advances, become a rough guide to parents in the selection of a school, and will aid internally in the more efficient employment of the school staff, by concentrating effort upon what can be accomplished. On the other hand, the rigid grouping of schools, as proposed, will interefere in some degree with the desirable and now well-nigh accomplished purpose, whereby the pupils from the lowest round of the educational ladder may proceed through the higher to the University. The difficulty is, however, by no means insuperable, and I apprehend it would be nearly met by transferring such pupils at once to a second grade school where a greater elasticity than in either of the other grades might well be allowed.

Time will not permit of my entering at all upon the curriculum of each of these three grades of secondary schools. With provision for a reasonable amount of modification, the proposals of the Commissioners, as given in the report, and as embodied in the schemes subsequently framed, and, in many cases, now in operation, may well be accepted. There is, however, one important principle which seems to me to have had but faint recognition in all secondary educational operations, namely this—that school culture is a unit, embracing every feature and element of school life; and, that classics, mathematics, science, logic, ethics, history, &c., are so many potent factors in the composite whole. The values may vary in amount and kind, and yet running through them all there is a common element in the culture necessary to their proper acquisition. And, to my mind, there is something radically defective in any educational institution in which each branch of study fails to be a hand-maid or support to every other branch. In this fact I see the ground for the solution of the difficulty relating to the transference of pupils from the lower grade schools to the higher ones. At the same time, the principle which thus applies to the learner will apply also to the teacher. He who has mastered the principles and practice of education in one sphere, may, if he will devote the necessary time and labour, apply them in a new and higher one. And here, allow me to throw out one suggestion, through you, to those pupil teachers and Queen's scholars who, for no fault of their own, now find themselves on the threshold of a profession for which they have in some part prepared themselves, but into which they cannot enter. The training obtained is in itself a valuable possession. Let these, then, prepare themselves by the study of some more advanced subjects—especially French and German—to accept assistant masterships in intermediate schools, and thus secure for themselves as hundreds or thousands of German and Swiss students have done a career alike honourable and successful.

Thus far I have mainly, and, I am only too conscious, most imperfectly, considered the *present* features of our educational operations for the middle classes. This review, if tedious, was necessary. If the time has wellnigh arrived, as many think it has, in which the strong hand of the state is to be applied to higher as it already has been to elementary education, it becomes all parties directly and indirectly concerned to know first, fully and fairly, *what is;* and then to form some intelligent conclusions as to what they wish *should be*, before any steps are taken either to demolish the old or build up the new. In considering the problem of *where* and *how* governmental action may be brought to bear upon intermediate education, we should be unwise indeed if we ignored the fact that in elementary education, and with the best intentions, "My Lords" have waded through a sea of blunders ere they arrived at their present condition of—may I say, satisfaction and efficiency? It becomes us then, with the lessons of the past fairly before us, to investigate first how far existing institutions are the outcome of a social condition at once normal and desirable. Then, having determined wherein change is desirable, the problem next arises how far existing agencies are potent to work out the necessary reforms. And, having done all this, we shall find ourselves in a position to discuss what external agency, governmental or otherwise, should be created, and how it may best be applied.

Allow me now to state briefly and categorically the main conclusions that have forced themselves upon my judgment as the result of the investigation so far as I have been able to carry it out:—

1. The existing freedom of action, both as regards parents and teachers, should be strictly maintained.

2. That the competition between endowed schools on the one hand and proprietary and private schools on the other is beneficial and should be retained; but that

endowments should be used mainly, if not solely, in providing suitable premises and establishing exhibitions and scholarships, and not as a means of reducing the ordinary school fees.

3. That, so far as a liberal interpretation of trusts will allow, scholarships, exhibitions, and other prizes should be open on equal conditions to pupils from *all kinds* of schools.*

4. A system of registration of teachers in intermediate schools, in which the profession shall be duly represented, is imperatively demanded. The Bill framed by Dr. Playfair to me with two modifications—viz., that relating to the constitution of the Council; and, secondly, that limiting the inspectorate to experienced teachers would meet all the requirements of the case. To ask for a registration that would cover the whole educational area would be to open so large a field, containing so many varied and, it may be, conflicting elements, that to demand it would only indefinitely delay the practical solution of a problem that demands immediate action.

5. A system of inspection of all schools might with advantage be introduced, it being carefully provided that all Inspectors shall be men of proved professional skill as well as sound scholarship; and that the costs of such inspection shall be met from resources outside the schools themselves.

6. That Technical or Trade Schools may with advantage be multiplied; but that the advantages which so obviously would result to Commerce and Manufacture from their establishment are such, that the munificence of private benefactors, together with the appropriation of existing endowments are equal to meet the pecuniary demands of such institutions. While, no doubt, much may be learnt from the past and present of such schools in Germany and Switzerland, yet it would be better to cultivate a natural outgrowth, based upon national habits, instincts, and institutions, rather than to transplant a thing of foreign growth and culture.

It would be easy to mention other directions in which action might be desirable. I have sought to bring before you only those principles which appear to me most fundamental and practicable. Amongst others may be named, the adoption of some system of Apprenticeship adapted to intermediate schools, training colleges, national rewards for efficient *teaching*, as we already have for successful *learning*. But the time placed at my disposal is already exhausted. We have before us questions that might well exhaust, not one but many sittings. My effort has been rather to clear the way for discussion than to establish conclusions. In doing this I have indulged in a Balaam's licence to bless or curse, to praise or blame; and that same freedom I trust you will in your turn exercise with regard to this poor attempt to bring before you a subject of great national importance, and which I now leave in your hands to be handled as freely as you will.

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* At present there is one class, and, so far as I know, only one class, to whom wellnigh every door is closed by which a pupil may win for himself the honours and advantages of earning—I refer to *private* school pupils.

COMPULSORY EDUCATION.

MORE ESPECIALLY WITH REFERENCE TO THE OPERATION OF THE COMPULSORY CLAUSES OF THE EDUCATION ACT OF 1876, IN URBAN AND RURAL DISTRICTS.

By Mr. R. GARDNER, Tonbridge, Kent.

The subject of National Education has engrossed a considerable share of public attention during the past decade. Happily for the welfare and prosperity of our country, the education of the poor is now regarded as an absolute necessity, though not many years have elapsed since the popular fallacy was very prevalent, that if the lower strata of the population was released from its bonds of ignorance it would tend to disorganise the normal conditions of society. It was erroneously asserted that reverence for superiors would be abolished, servants would wish to be masters, and the poor would become discontented with that station in life unto "which it had pleased God to call them." Unfortunately for the efficient operation of the compulsory clauses of the recent Education Act, this delusion is by no means dissipated in some of our rural districts. Nevertheless, the great mass of public opinion has regarded the amount of ignorance which everywhere existed as a national misfortune, detrimental to the true interests of our country, and the Education Acts of 1870 and 1876 are a palpable indication of the recognised fact tha the people must be educated.

Now, any scheme originated to educate the poor children of our land should be universal in its application to them. We know it is useless in numerous cases merely to offer education; yet this *offering* of education, accompanied by various persuasive nostrums, is still deemed in some quarters to be an effective panacea to dispel all the ignorance of our land. But we may provide an adequate number of schools and a sufficient and efficient staff of teachers; we may even go further and offer education gratuitously, and still large numbers of our children will not be educated. It is the undoubted intention of our recent educational legislation that every child should be taught; but to accomplish this, and to make education national in every sense of the word, some system of compulsion must be universally enforced, and not merely confined to our large towns, which the inhabitants thereof consider to be the centres of civilisation and enlightenment. So much ignorance, and its natural companions, poverty and vice, at present exist among the lower classes of the community that they fail to see the necessity for the education of their children. Many are also so absorbed in obtaining the bare necessaries of life, or in the gratification of their sensual desires, that they never send their children to school; and never will send them, unless they are compelled by the power of the law. There is also a class of parents who, though they profess to send their children to school, yet realise so feebly the advantages their children derive, that they keep them away for the most trivial causes. No amount of expostulation or persuasion has any effect upon such parents as these.

That a universal system of compulsion is necessary in order that all our children may be educated has now been admitted. "Compulsory Education," at least in name, is an accomplished fact; and it is upon the consideration of the working of the compulsory clauses of the Act of 1876, in urban and rural districts, with which I am practically acquainted, that I claim your indulgence and attention for a short time at this Conference.

The value of any enactment depends almost entirely upon the means adopted to carry out its provisions. The lamentable failure of the Agricultural Schools Act, which would have done much to educate the poor in rural districts, was due to the want of foresight in our legislators to provide suitable machinery to put it in operation; and to a similar cause may be attributed the want of success in urban districts, and the almost entire collapse in certain rural localities, of the beneficent

Education Act of 1876. I feel sure that the majority of those teachers who are under the jurisdiction of a School Attendance Committee, virtually composed of a Board of Guardians, will agree with me when I assert that the great defect of the Act of 1876, is the appointment of such men, *nolentes, volentes*, to be the custodians what I may call of the enforced intellectual development of the rustic mind. That compulsion has done an immense amount of good, where the compulsory powers are vested in a School Board, cannot be disputed. The statistics recently issued by the Education Department, showing the vast increase in the number of children under School Board jurisdiction who now attend school, are very encouraging to all those who desire the education of the masses as one of the chief means whereby the greatness and prosperity of our fatherland may be maintained and increased. But the constitution of a School Board is very different to that of a School Attendance Committee; and this difference, in my opinion, accounts for the merits of the one and the demerits of the other. As a rule, although there is no rule without an exception, School Boards are composed of ladies and gentlemen of intelligence and education, who have sought their positions as members of the Board, animated by the main motive that every child should be educated. But can this be said of the Boards of Guardians, who have had their new duties *thrust* upon them? Has their educational zeal prompted them to undertake voluntarily the duty of compelling children to attend school? At first sight, it would be naturally thought that no better body of individuals could be chosen for a School Attendance Committee than the Board of Guardians, since from the nature of their office they are acquainted with all the local necessities and requirements of their several districts. They are brought into direct contact with the poor, and know full well what misery and wretchedness are wrought through ignorance, idleness, and sensuality. They frequently observe the effects of bad parental example, which is the most baneful influence exerted over the impressionable nature of childhood. Now, since it is universally admitted that a good secular, moral, and religious education is a remedy for all these evils; or, at least, that it presents a mighty counterfoil to them, it would be a fair inference to assume that the Guardians would desire to go to the root of the matter; and, as they have the power, to give the blessings of a sound education to all the neglected children under their jurisdiction. But "he who drives fat oxen must himself be fat." It is hard to make the bucolic mind move in the path of progress. Every one will admit that the cultivated intelligence and educational zeal of the majority of those ladies and gentlemen who sit on our School Boards cannot be found to any appreciable extent among the members who compose our Boards of Guardians in rural districts; and to this cause may be chiefly attributed the success of the one body and the failure of the other. Besides this, the members of our School Boards are elected by the suffrages of the ratepayers for the ostensible purpose of educating the poor children of our land. But can this be said of the Boards of Guardians? They have been elected to provide for the physical, rather than for the mental, necessities of the poor. Their functions as a School Attendance Committee have been forced upon them by the Act of 1876; they have no choice in the matter. To many, the office is distasteful; while to some, the operation of the compulsory clauses is diametrically opposed to their own individual interests. More especially is this the case in purely agricultural districts, where farmers form the majority of the Board. Can it be expected that men thus prejudiced will enter heartily into their new duties and so carry out efficiently a system of compulsory education? It is not, therefore, a subject of surprise to find (using the words of the resolution drawn up by your Executive) that "the various efforts to compel the regular attendance at school, of children between the ages of 5 and 13, have but partially succeeded in urban districts, and have to a large extent failed in rural districts." I appeal to you, teachers, for a corroboration of these assertions; and I feel sure that every one who has either read the correspondence on this subject

in the educational press, or has made inquiries of country teachers, as I have done, will arrive at the same conclusion. On all sides the cry is raised that compulsion is a name, and not a deed, through the inactivity and apathy of the Guardians.

In those places where the machinery has been put in motion, the agency employed is very defective. In the majority of cases the School Officer is invariably the Relieving Officer. Now these estimable and hardworking functionaries have quite enough to do, in many cases, in attending to their own particular avocations; and yet they have been appointed to this new duty, which, if effectively performed, would occupy the whole of their time in populous and wide-spreading parishes. What is the result? Absentees are seldom looked up no systematic, periodical, house-to-house visitations take place to ascertain whether there are children who go to no school at all; dame schools, where children are so imperfectly taught, flourish as of yore; and parents, farmers, and others give employment in contravention and defiance of the law. Many of these School Attendance Committees who profess to do their duty merely confine their attention to the children who are on the registers of the schools. All others are ignored. But even in this respect they fail to secure regularity of attendance, except now and then by a spasmodic effort of occasionally summoning a parent, or an employer of child labour. I am acquainted with one School Attendance Committee, having under its sway a population of 40,000 souls, which has given instructions to the teachers not to place upon their list of absentees, any child who has been absent three times per week; or in other words, an average attendance of 70 per cent. is deemed sufficient to meet the requirements of the Act and to satisfy this Committee's own bye-law, which enjoins every child to attend school as many times as it is opened, unless incapacitated by sickness or other reasonable cause!

One wise and important provision of the Act of 1876 is either utterly disregarded or dealt with in a reluctant and niggardly manner. You know, by Section 10, it is the duty of the Guardians to pay the fees of those children whose parents through poverty are unable; and it is expressly stipulated that such payment shall not bear the stigma of parish relief. During the past severe winter many of the poor, having been thrown out of work, especially in agricultural districts, could not pay the fees of their children; and as a result, many kind-hearted teachers and managers allowed the children to attend school without payment, when it was the bounden duty of the Guardians to help such parents in their sore distress by paying the fees. Surely want of employment, or sickness, is a sufficient proof of the inability of the parents, according to the terms of the Act. But again I appeal to the experience of country teachers as to whether this clause has been universally carried out in its integrity. In the administration of public funds, tact and discrimination are essential requisites, but not parsimonious paring and petty pretexts to escape liability when the best and truest interests of our country are concerned. In short, my friends, the beneficent and enlightened object of recent legislation, to give every child a good education, is practically frustrated in our rural districts.

We, as teachers, know too well and more especially those who have schools in agricultural districts, that the greatest obstacle to our successful teaching is the irregularity of the attendance of the children. How different would be the aspect of our schools, and how much more could we teach, if this difficulty were surmounted! Let theoretical educationists aver that physical science and other cognate subjects should be taught in all our elementary schools, and let cynical writers assert that our schools are below the standard imagined in their impractical minds; but as long as the normal average of attendance is allowed to remain at less than two-thirds of the number on the books, and as long as the majority of our children are permitted to leave school before they are thirteen years old, the educational standard must be low, and the curriculum of instruction must be mainly confined

to the essential R's. Can it be expected that teachers so heavily handicapped can win distinction in the race for results, or that they can comply with that article of the Code which requires them to present 20 per cent. this year and 25 per cent. next year of their children in Standard IV. and upwards, under a penalty of a forfeiture of part of the grant? Who would fine a man for a breach of duty produced by causes indisputably beyond his own control? And yet this act of gross injustice is committed by the Education Department when it reduces the grant under this article. Justice to teachers demands that it should be abolished from the Code until children are compelled to attend school up to the age of thirteen, throughout the length and breadth of the land.

But what is the remedy for all this—for it is useless to criticise and vituperate a policy or system without being able to indicate a better? I would humbly and briefly venture to suggest that such an alteration of the Act of 1876 should be made by Parliament as would substitute, in the place of the Guardians, a School Attendance Committee *chosen by the ratepayers*. In my opinion this would prove an effectual remedy. You see I do not advocate the election of a School Board in every parish where the schools are well supported by voluntary contributions; but merely the election of a School Attendance Committee, who should possess all the powers, and these alone, now vested in the Committee of Guardians. We should then, as a rule, have gentlemen of intelligence and education serving on the School Attendance Committee, who would seek their posts, animated by one desire, and influenced by one motive, viz., to secure for every child the inestimable blessings of a good education. The very fact of their being elected for this one object, and this alone, together with their personal solicitation of the votes of the ratepayers, solely with this purpose in view, would be a sufficient guarantee that the Act of 1876 would not in their hands remain a dead letter in our rural districts. In substantiation of these assertions I may testify from my own experience that the gentlemen who serve on the Local Committees appointed by the Guardians in large parishes, and who occupy their positions voluntarily and for a specific purpose, are far more active and zealous than the School Attendance Committees who appoint them; and in many cases would efficiently carry out the provisions of the Act, if they were not fettered and controlled by the authority above them. I am acquainted with a Local Committee which is an excellent one, and if it were not harassed and hampered by the Guardians, to whom in all cases it must appeal, the regular attendance at efficient schools of the children, in one town at least, would be all that could be desired.

If this amendment of the Act were accomplished, compulsory attendance at school would be a fact and not a name, and education would indeed be national. Then, I believe, men would become better parents and better citizens, for their education would awaken them to a sense of their responsibilities to their fellow-creatures, their country, and their God; and, as a result, greater influence and increased prosperity would accrue to our fatherland. In these days of scientific progress, when we see mechanical appliances daily superseding mere physical force, it becomes more and more a stern necessity, that the labourers of our country should receive some amount of intellectual training. Mind is triumphing over matter, and there are not wanting evidences to indicate that as time rolls on the best educated people will eventually become the most powerful and the most exalted nation of the earth. Who would not wish that their own beloved country should attain to this pinnacle of greatness?

Therefore, in conclusion, I would say to all teachers who wish to magnify their office, and to all those who earnestly desire the education of the poor as one of the chief means to enhance the reputation and welfare of our noble Empire—Never rest contented until you see enforced throughout our land a universal system of compulsory education.

MEANS OF APPEAL.

By Mr. T. PITT, B.A., Plumstead.

This is one of the educational questions which cry aloud for a settlement. It is only necessary to give a cursory glance at the organs of public and professional opinion to see that, for better or worse, the Government of our country must make up its mind to consider our demands, and the dictates of common sense and bare justice, by endeavouring to put an end to a state of things which is inconsistent with the ideas of the age in which we live, and repugnant to the first principles of right and equity. To you there is no need of describing this condition of affairs, but since we are here to speak through this audience to our countrymen and fellow-citizens, and to make our voices heard and our claims felt amidst the din of electoral strife which now fills the air, it is incumbent upon me to make the following statements:—

1. That the character and reputation of a teacher may be blasted without his being able to defend himself by any adequate means, and, in many instances, without even knowing the nature of the offence which robs him of his good name.

2. That whatever show of an inquiry there may be, takes place in the dark; and if, in any case, truth and justice are against the teacher, they have to hide and sneak away in the back chambers of Downing Street, or in the obscure recesses of the brain of a Departmental official.

3. That an Inspector may secretly threaten to withhold a grant from a school if a teacher, who will not carry out his fads or bow to his opinions, be not removed from his post, although that teacher may be a gentleman of greater culture and attainments than himself, and have been the instructor of most of the rising men of the neighbourhood in which he lives.

4. That the Managers of a school, whether actuated by good and right motives, or by the basest considerations of personal spite, party feeling, or sectarian malice, may make representations to the Education Department, which shall result in professional ruin to the teacher; and yet the latter cannot say one word in self-defence, unless it be through those who are his accusers, for my Lords hold no communication with the teachers of schools.

5. That there are minor questions constantly cropping up, in which the teacher is interested, and that in such the Department is the sole judge of its own decisions, and can come to any conclusion it pleases.

The above is a general enunciation of our position. It may be well to show in more detail how these things can be done. We hold certificates of competence to teach, on which an inspector year by year expresses his opinion of our work. He makes an examination of our scholars which is often a farce, and, at the best, a very imperfect gauge of the past year's work. On the results of this he is supposed to form an opinion, and to express that opinion in words upon our parchment. It is no part of my task to show how useless and degrading this annual endorsement is; but allowing, for the sake of argument, that it is advantageous to the cause of education, and by no means obnoxious to the teachers, yet surely there ought to be some means by which an aggrieved person might be able to appeal against the personal opinion of the Inspector, who may be a raw and inexperienced young man almost fresh from the sports and pastimes of the University.

A teacher sees the endorsement on his certificate, but an Inspector has it in his power to do worse than condemn by an adverse opinion recorded on it. He may, and sometimes does, make personal representations to the school managers, which lead to the teacher's being dismissed and ruined without again having the chance of saying a word in self-defence.

In the third case, the Department may make a charge of fraud or immorality, or

it may entertain an accusation from a person unknown to the offending party. The teacher is tried by the Education Department and condemned. He is not brought face to face with his accusers; he, perhaps, does not know who they are. It is useless to make representations direct to the Council Office. The door is slammed in his face. He hardly dares to do so through a third party—the managers of his school—for they may have been the origin of the mischief. His certificate is suspended or cancelled; his name is published in the Annual Report of the Committee of Council, and he is proclaimed to all the world as a rogue and a reprobate. What can he do even if innocent? He cannot bring an action against the Department—he is too poor for that; he has no alternative but to submit and suffer. This, you know, is no imaginary picture; I have myself refrained from filling in the details, but there are, doubtless, many here who are able to do so, and show the world its injustice.

Many men who hear these facts for the first time are apt to exclaim, "How can these things be?" It certainly does appear that, in the past, teachers have scarcely felt the position they were in for, otherwise, they would not have allowed matters to remain so long where they have been; but it is some consolation to know that during the past few years, and especially during the few days of this election contest, many have been found in our ranks who have told the men whom it concerns that any Government which disregards the complaints of the teachers will find arrayed against it a power difficult to withstand, and which must, from the conditions of national polity and national existence, increase in a geometrical ratio as time rolls on. Whenever, then, this question is under consideration, let it be borne in mind that

> "Who dares be free, himself must strike the blow."
> "The fault is not in our stars
> But in ourselves that we are underlings."

I am unwilling to allow this question to be looked upon merely as a professional one. It is much more. It is an educational and a national one. Popular instruction must be one of the great questions of the day for ages to come. As population increases and civilization advances, man will be compelled to become more and more the intellectual animal ruling and directing all things by the powers of his mind. *National education* thus becomes synonymous with *national existence*. The nation, then, must see to it that there is as efficient a system as possible. Mr. Matthew Arnold has well put what I wish to say next:—"It is of the first importance in dealing with any organism not to depress the powers of life, and the powers of life in our national system are the schoolmasters." Let me then ask, what is better calculated to depress the powers of life so much as a constant dread that destruction may come from an unknown hand and with no chance of a struggle for existence? How can any teacher exercise his functions well, and bring all his powers of body and mind to bear upon them, while over him hangs a sword suspended by an Inspector's whim or a Department's suspicion? It is of the utmost importance, too, to the country that its teachers should be men of noble impulses, of manly independence, and of marked ability. These are the persons least likely to endure a position which is painful to their feelings and derogatory to their personal dignity. They become, consequently, discontented and lukewarm in their work, and often at the first favourable opportunity leave the profession for some other calling in which their self-respect is considered, and where they are free from liability to professional ruin without the opportunity of saying a word in their own defence. I believe that if the public do but realise what our complaints really is they will at once join us in a demand for redress.

I am anxious that the public should not infer that the National Union is desirous of shielding incompetency, fraud, or immorality. On the contrary, from the first day of its existence, it has striven with might and main to secure for the common-

wealth a body of schoolmasters and schoolmistresses of the highest ability and culture, of the strictest honesty, and of blameless lives. There is no calling where these are more necessary than in ours, and if ever as a body we happen to show sympathy with one who is charged with any departure from them it is because we are doubtful of his guilt, we are ignorant of the evidence which secured his condemnation, and we are at all events sure he has not had the right granted to every Englishman—even to the most hardened criminal—of a fair and open trial.

These considerations naturally lead me on to speak of the Goffin case. For many reasons I had wished to avoid referring to it, and especially as I have not had time to digest the report of the proceedings before the Select Committee of the House of Commons. It is, however, the only tangible form in which our demands have come before the public, and it, therefore, cannot be passed over in silence. Unfortunately many of the public entertain the notion that, because his case appeared to break down, our position with regard to the right of appeal had been weakened thereby. Nothing could be more illogical or contrary to reason. Let me for a moment take for granted that Mr. Goffin is indeed guilty of everything with which he has been charged, and then let me ask is it not painful to contemplate that one who has been proved to be guilty of obtaining public money by dishonesty and fraud should be allowed by a powerful Government, such as an English Government always must be, to escape the just punishment for his misdeeds, when a needy man may be imprisoned with hard labour for three months or stealing a bundle of sticks or a loaf of bread? Is it not more lamentable still that such a one should be at the head of a great institution partly supported by public funds and presided over by such men as Canon Farrar and Sir Sydney Waterlow? Nay more, where can be the instinctive love for honest and fair dealing among the people themselves when they regard a malefactor like that as a martyr, and look up to him with the same admiration and respect they have always entertained towards him? I have been warned and you have been cautioned also to be very careful in dealing with this case, because it has been darkly hinted that something may be forthcoming which will damage not only one of our calling but the whole body of teachers. For my part, I say, by all means let it come. We, at least, will not shun the truth, though it be to our own hurt. We will never wrap it up in a veil of mystery and only let the public see it when it suits our purpose. We look upon our position as strong, because ever since the Union was founded it has been its endeavour not to get truth on our side but for us to be on the side of truth and right, which must win in the end. But what would people say of a public prosecutor bringing an action against a person for theft, and, because the prisoner protests his innocence, darkly threatening him that if he is not cautious and respectful he will be charged with manslaughter, and that if he persists he together with his counsel and attorney will be indicted for wilful murder. Yet this is something like what we are threatened with if we dare to say here with bated breath that we are not quite sure that a brother teacher has had a fair trial. The Executive and the last Conference, I take it, supported his case because he was an individual teacher at variance with a powerful Government Department; and, secondly, because he had been declared at fault by a secret and irresponsible conclave. A great malefactor finds friends ready to bring forward the means of defence, and the Executive could not be blamed for doing the same for a teacher even if it considered it probable he might be guilty. No doubt a mistake was made in asking for a Select Committee, but the Executive is not wholly to blame for that. In all this I have been speaking on the assumption of Mr. Goffin's guilt, but there are many, very many, I know, who hold a contrary opinion, and who blame the Executive for practically throwing him overboard, while civic and even ecclesiastical dignitaries stood by his side to befriend him. I will bring this painful subject to an end by quoting the words of the Election Circular just issued by the

Executive: "That the Government by asking for Select Committee to inquire into the case of Mr. Goffin have admitted the necessity of some means of appeal."

Although the Committee of Council must know that the secret character of its inquiries into the conduct of teachers is open to the gravest objection, yet it does not hesitate to brand the culprit by publishing his or her name in the Annual Report. This seems a refinement of cruelty. It is doubtful, as you are aware, whether the practice is legal or not; but if it is, it certainly is neither just nor generous. Moralists have often contemplated with horror the thin and fragile barrier which separates vice from virtue, and insisted on the desirability of dealing gently with those who by chance have fallen through it. But the present practice of dealing with erring teachers goes on the assumption, "Once bad, always bad," and by means of the Black List renders a return to honesty and uprightness, not difficult only, but impossible. If the list be retained, in future it should be headed by a declaration such as this:—The Department considers the following persons guilty of irregularity, and accordingly suspends or cancels their certificates; but, at the same time, it must be plainly understood that their cases have been taken into consideration in secret; that the persons named were not informed fully of the terms and nature of the charge before they were adjudicated upon, neither have they been allowed to appear in person or by a representative to make a defence.

So far my criticism of the action which has prevailed for years has been destructive. It remains for me next to inquire in what less objectionable way the profession may be protected from association with dishonest or disreputable persons. Last year at Nottingham Mr. Russell very well expressed the general feeling when he said that teachers were less careful concerning the means than the end, and that they would welcome any plan propounded by the Council Office which was founded on justice and right. In the case of fraud, there seems no reason whatever why the Department should possess any extraordinary power for bringing punishment upon offenders. The law is open; let the Department proceed in due course and in open court. No better purgative for disregard of the eighth commandment could be concocted, and it is a very rare thing indeed for Englishmen, much less teachers, to quarrel with the lawful verdict of a court of law.

Whether the teacher is moral or an evil liver, is a question which can best be settled by the managers, and which the Department need not trouble itself about in the least. The members of a School Committee are in almost daily communication with the teachers, and have a better opportunity of knowing the character of a master or mistress than any far-seeing assembly in London. If they dismiss a teacher wrongfully, the latter can get legal redress much easier against a body of managers than against a Government Department. Does the Education Office imagine that possibly a body of school managers would shield and protect a guilty person? This is almost inconceivable, but if possible there is another safeguard. The parents would never consent to their children being placed under the charge of immoral persons, and a teacher, whose soul was void of virtue, would soon find his school empty too. This appears to me the simplest, most direct, most effectual, and least objectionable method of dealing with the cases under consideration.

In all other matters in dispute between the teachers and the Department, the recommendations contained in Mr. Heller's letter appear worthy of consideration and acceptation. That the teacher should be allowed to appear in person, or by a representative, to state his case before any decision is taken, and that an appeal should be to some independent legal tribunal outside the Education Department. In bringing the matter, however, before several candidates for parliamentary honours, I have been met with the objection that such a plan would be cumbrous and contrary to established usage, and that it would be preferable to have a court of appeal in the Department itself, presided over by a person having the confidence of the profession, and at which the teacher might appear and state his case. If

the Council Office would only refrain from extraordinary action in cases of fraud and immorality, such a tribunal might answer every purpose.

I have spoken strongly on this question of a court of appeal, because I have felt strongly, not because I wish to take up a position hostile to the Committee of Council.

"Do not take .
My rougher accents for malicious sounds."

It is not to be supposed for one moment that it knowingly tolerates a gross injustice to a body of useful and educated men. The truth, I think, is that it does not realise our position, and this no doubt results in part from its executive officers never having been teachers as they ought to have done, and partly, also, because the Vice-President is usually either a man of second rate or untried ability, and his office being looked upon merely as a stepping-stone to something higher. The opening up of all offices of honour and emolument in connexion with education to the certificated teachers, and the appointment of a Minister of Public Instruction, would be a most efficient means of getting rid of our grievances, and perhaps render a Court of Appeal unnecessary. Till then the agitation must continue.

SPECIAL REPORTS.

I.—ALTERATION OF THE CODE.

The Executive submit the following report to Conference as a matter of information and not for discussion:—

REPORT OF SPECIAL COMMITTEE APPOINTED TO CONSIDER THE RECASTING OF THE CODE.

The Sub-committee appointed by the Executive to consider the references from the Conferences of 1878 and 1879 respecting the remodelling of the Education Code, have held six meetings at which the subject has been discussed at length, and more particularly with a view to a change in the principle upon which the examination for annual grants are now conducted. In presenting this report to the Executive the Committee desire to express their sense of the difficulty of devising any scheme which will exactly meet the circumstances of the various classes of elementary schools.

The Committee present this merely as a preliminary report, but they have agreed to make the following recommendations the basis for the deliberations and discussions of Associations upon this subject:—

RECOMMENDATIONS.

1. That the individual payment on the individual pass in reading, writing, and arithmetic be abolished, but that in the specific subjects the individual payment for the individual pass be retained.
2. That the payment for the examination in reading, writing, and arithmetic be calculated on the average attendance, and that there be a separate grant for each of the three subjects.
3. That the maximum grant on examination be paid if 75 per cent. of the children examined pass in reading, writing, and arithmetic.
4. That a graduated scale of grants be adopted in cases where 70, 60, and 50 per cent. respectively are passed.
5. That the individual examination and the examination schedule be retained.
6. That the attendance qualification for presentation for examination be abolished, but that no scholar who has been on the roll of the school for six months may be withheld from examination.
7. That the grant on average attendance be retained.
8. That Art. 19, c. 6 be abolished.

The Committee have also considered the revision of Schedule I. and the Standard Schedule in Art. 28, and several other points connected with the teaching and training of pupil teachers, but on these points the decisions of the Committee have not been definitely taken except so far as indicated in the following suggestions:—

(*a*) That candidates for pupil teacherships be required to pass the sixth standard or some equivalent examination, and to give proof of their ability to teach and manage a class.

(*b*) That schools be allowed to send all their pupil teachers in for the same stage in geography and history, provided the stages be taken in successive years.

Amended schedules have been prepared for the consideration of the Committee, but it is thought undesirable to publish them in the present report.

(Signed) { JOHN W. GROVE, *Chairman*.
T. E. HELLER, *Secretary*.

II.—SECRETARY'S REPORT OF PROCEEDINGS OF THE SELECT COMMITTEE ON MR. GOFFIN'S CERTIFICATE.

[*Presented to the Executive on August 23rd,* 1879.]

As soon as it was known that the Government had consented to the appointment of a Select Committee, I ceased my efforts to secure interviews with hon. Members, and immediately took steps for presenting Mr. Goffin's case fully before the Committee. By the change of procedure I found myself unable to see a large number of Members to whom access had been procured for me by the various Local Associations. The petition asking for a Select Committee had been fully prepared, over 3,000 signatures being attached to it, and it was arranged that it should be presented when Sir Sydney Waterlow brought forward his motion. By the sudden acceptance of the motion the opportunity and necessity of presenting the petition were lost, and I now suggest that the petition be limited to the general question of appeal and presented early next Session.

The Select Committee was appointed on Wednesday, July 16th, and held its first meeting on the following Friday, when the Right Hon. R. Lowe was appointed Chairman, and the Committee agreed to their course of procedure. At this meeting a letter was put in on behalf of Mr. Goffin, praying to be heard by Counsel, and our Solicitor had an interview with the Chairman on the subject. The Committee, however, declined the request, and further agreed that the inquiry should be a private one. I was now in constant communication with our Solicitor and with Counsel, but the state of Mr. Goffin's health prevented the possibility of consulting with him, or of even giving him information as to the proceedings of the Committee.

On Monday, July 21st, the inquiry commenced, Colonel Donnelly being under examination the whole day and part of Tuesday. His evidence was substantially as follows:—

The information he received on May 17th, 1878, was given him by S. W. Davis, a science teacher in Margate, but formerly of Westminster, who had received it from his brother, F. T. Davis, an assistant in Mr. Goffin's school. F. T. Davis had procured the paper from another assistant named Hall, who said he had received it from a boy whose name he had forgotten. Colonel Donnelly then described the inquiry made by himself and two other officers, and said he promised to intercede for Mr. Goffin if he would confess where he had obtained information respecting the questions. Mr. Goffin never gave a distinct denial of the charge. A paper of eight pages was handed in, which purported to be the analysis of the note-books taken away by the officers, and a reprint of the 'Information.' Colonel Donnelly contended that this analysis proved the authenticity of the 'Paper,' and showed beyond the possibility of doubt that Mr. Goffin had obtained information of the examination questions. He then justified his calling the boy a liar, and went into specific evidence on each of the questions and notes. The paper concludes with certain inferences which Professors Frankland and Roscoe sign as correct and fair." Colonel Donnelly then says he was referred by F. T. Hall for further information to Constable Ledger, formally an assistant with Davies at the school, and also a pupil teacher of Mr. Goffin's at Woking. He said that Mr. Goffin appears to

have had access to the papers all along, and detailed the result of inquiries at Woking. He further said that it was a matter of common report among the masters and scholars that Mr. Goffin did somehow or other get information as to the questions. In reference to the "inquiry," Colonel Donnelly said that he believed the word "No" or "None" was passed round when the boys were asked to write on paper replies to the officer's queries. Several corrections were then made of statements or expressions in the Parliamentary Papers. He then stated that from May 29th, 1878, to January 16th, 1879, Mr. Goffin had full opportunity of defending himself, and that the Department would have been ready to consider any statement Mr. Goffin personally might choose to forward.

On Tuesday, July 22nd, Colonel Donnelly was recalled, and Captain Abney was examined.

Further information was given as to the note-books of the pupils. A paper on "Notes on Magnetism and Electricity" was handed in as conclusive evidence that these questions had also been seen.

[The technical evidence given by Colonel Donnelly and Captain Abney when under examination is too minute to be understood from an epitome.]

Captain Abney said he had found it practicable to open and reseal the packets.

Mr. Coates, schoolmaster, Wallington, Surrey, formerly an assistant at Mr. Goffin's school, was next examined. He declared that the register of his attendances was incorrect. He did not believe he had made *one* attendance in theoretical mechanics—certainly not twenty nor twenty-eight as registered. He further said he had been taught answers to questions in this and other subjects. Mr. Goffin habitually gave these "tips," and it was a subject of common report in the school. He suggested that the boys examined by the governors had been coached as to their evidence. He left because he thought the thing would collapse, and bring disgrace on all concerned. He believed boys would sign a false petition if asked to do so by Mr. Goffin. He had heard other assistants say in public that they believed Mr. Goffin had got the papers. He named Thompson and Losack. He also gave evidence respecting a filthy letter addressed to him by Ledger, but which had been impounded by Mr. Goffin. He also said one of the boys had told him that Mr. Goffin, when giving out the papers for answers to Colonel Donnelly's questions, told him to put "No." He said that at a district meeting of the N. U. E. T., Mr. Thompson had stated publicly that he believed Mr. Goffin had seen the questions.

Mr. Thompson was next examined. He said he had received in 1877, three days before examination, eight or nine questions in each of the papers, Sound, &c., Electricity, and Mathematics, bearing directly on the examination questions. These had been given by Mr. Goffin, except in Mathematics which were given by Mr. Henchie. In 1878 he had three out of eight questions touched on in Chemistry. He spoke to Losack about it, and it was a matter of common talk among the masters and boys. The eight questions given by Henchie were identical with the questions set in the paper. He admitted having asked another master, Mr. Baugust, to pass him an answer to a question in the mathematics at an examination. Mr. Baugust had passed him the answer.

F. E. Steele, a former pupil, was called, and identified the "white paper" as notes of his lessons on two days previous to the examinations. Notes had been taken in shorthand, and referred to Acoustics, &c., and to Magnetism and Electricity. The notes had helped him in his examination, and that was why he did not sign the petition to the Governors. He did not give up his book to Colonel Donnelly, nor did he know how it had reached the Department.

Arthur F. Steele was then called. He had received help from lessons just before the examination, but the help was not material. He identified his note-book. The Thursday lesson was very short, scarcely a lesson at all. He did not sign the petition, because his father did not want him to do so.

Edward Turner was next examined. He identified his note-book, and said he had a lesson from Mr. Kent on Tuesday, and from Mr. Goffin on Wednesday. There was nothing special in these. Had had percentage composition and graphic formulæ in the lessons.

Mr. John Hall, an assistant master in the school, was next examined. He had not heard any conversation on the subject of "tips" until after the visit of the officers. He could not identify the notes as being those he handed to Davis, nor could he remember the boy who gave him the notes, though he knew the boy came from Mr. Kent's form. He had a suspicion the questions were known beforehand. Davies had told him that he had still possession of the paper six months after the examination, and showed him a piece of paper which purported to be the notes. He did not try to find out the boy, as Davis assured him he had the paper.

F. T. Davis was next called in. He was an assistant in the school, but not a science teacher. Had heard rumours of suspicious practices in 1877. Thought he would try next year to find it out, and managed to get some notes from Hall, which had been taken down from Mr. Goffin's dictation by a boy. He had no quarrel with Mr. Goffin, but only wanted to put things right. Said Mr. Goffin has stated that Governors would dismiss any one giving information. Had got the paper back from Department to show to Hall. He thought the whole system pervaded the science classes at these schools. He gave paper to his brother, and pretty well understood each other. The notes were such as a boy would only put down from dictation. Mr. Goffin had asked him about the notes. He wanted to get notes before this, but he had not sought Mr. Hall's co-operation. He was determined to get some papers, questions, and notes. He showed the notes to Hall to keep his place.

Mr. Thompson was then re-called. He said he made the proper attendances in some subjects, but that he never attended even once for freehand and model drawing. He further said that he had signed the petition to the Governors through fear. He attended the meeting and protested strongly against signing the petition, as did another master, Mr. Losack. It was brought to him repeatedly, and at last he signed it under protest. Mr. Losack said he signed the petition believing them at the time to be true. After the examination it struck him that the talk about the lectures and questions was suspicious. He had signed the paper after that. He was afraid of consequence of refusing to sign the paper, and he thought that

was what induced most of them to sign it. He had three questions from Mr. Henchie in mathematics, and that startled him. Up to the date of the examination he thought Mr. Goffin was irreproachable but not afterwards. In his own mind the statement he signed on Feb. 7th, 1879, was false. The three questions were the very same that came in the examination. He supposed Mr. Henchie got the questions from Mr. Goffin.

Mr. S. W. Davis (Chatham House School, Ramsgate) was next examined. He said he was a brother of F. T. Davis, from whom he received the "notes" which he identified as those he had received. His brother had previously told him that there were suspicions, and he "brought me the paper to convince me." He compared this paper with the questions, and finding it was a copy (or nearly so) of the highest marked questions, he had taken it to the Department and given it to Col. Donnelly. He did not know the name of the boy who took the notes. It was brought to him on the day before the examination, "two hours, at least, before the papers should have been opened."

Constable Ledger was then called. He said he had been an assistant master in the schools, and a pupil teacher under Mr. Goffin at Woking. He had taken up and passed in seven subjects in 1871, and in nine subjects in 1872. He was now twenty-four years of age. He had not made more than ten attendances in all subjects or in either. He had passed the examination by having the answers to the exact questions taught to him on the day of examination or on the day previous. He said the answers were given on black board, but he had proof in Mr. Goffin's own handwriting. If he had not received this irregular and fraudulent information he would not have been able to pass the examination in any subject except in chemistry. He handed in papers marked A. and B., C. and D., 1 C. and 2 D., 2 C., &c., &c.; also a letter from Mr. Goffin. His evidence must be read to be understood. He then said that Mr. Goffin had framed his application to the Governors of the schools in 1874. He found the same system going on at Westminster. He knew Coates had received "tips." Other evidence related to the seduction of Miss Goffin (Mr. Goffin's sister) by Ledger. He believed Mr. Goffin received a copy of the papers by post privately. He kept all those papers since 1872, thinking something might turn up. He had seen the register of attendances and they did not agree with the facts.

Mr. Spong (Woking), examined.—He said he had made the number of attendances, but had received special coaching. He had not made the twenty-four attendances in each subject. He was taught the answers to eight or nine questions every time, and he could not have passed without this information. He felt he knew nothing of the science, though he passed the examination. They had no regular instruction in the subjects.

F. Cook examined.—Had failed in some subjects, but had passed in others. Was nine years old when he began science. Had lessons sometimes, but had the answers to the questions on the day of the examinations. He could not have made the attendances for five subjects in science lessons in 1872. He passed no examinations after Mr. Goffin left Woking.

Mr. H. Brummell, schoolmaster, Parkhurst, Isle of Wight. Was at Westfield School when Mr. Goffin was at Woking. He had received "tips" from Mr. Goffin. He never attended Mr. Goffin's class as a pupil, but he

had been examined, and he had since heard that he had been returned as a pupil and claimed upon. He had received from Mr. Goffin, twenty-four hours before the examination, a list of subjects strongly resembling those which came in the examination. Did not think the "tips" would have enabled a boy to pass without previous knowledge. He handed in the "papers" and "tips," the original of which he had passed on to another pupil—Mr. Holmes, Horsell School, Woking Station. He was told to calculate it. He then handed in other papers marked G. and H., and said he once saw Mr. Goffin sealing up the key of a box where the secretary of the class kept the next day's papers. He believed Mr. Goffin used his own seal, and thus had power to re-seal after seeing the papers. This sealing was in Mr. Goffin's house after the examination. Details in the papers were next dealt with, and the witness pointed out what were the points of similarity between the paper and the "tips."

Arthur Wm. Ledger, brother of C. Ledger, was next examined. He said he had not made the attendances, and had received special information bearing on the examination.

On Monday, July 28th, I attended with the solicitor and lodged a letter requesting more time before Mr. Goffin should be called upon for his evidence. This was asked for on the ground of Mr. Goffin's ill-health, and a new application for the help of counsel was made. I was called in and told that the Committee had reluctantly given till Thursday for Mr. Goffin's preparation, and that counsel could not be allowed. The whole of Tuesday was devoted to the preparation of evidence and the examination of witnesses by the solicitor and by counsel. Feeling that Mr. Goffin's ill-health would not permit him to do justice to the case, he thought it necessary to prepare a written statement of the case. I accordingly prepared this in Mr. Goffin's presence, and under his authority. This I submitted to the solicitor on the following day, by whom it was approved. Counsel afterwards suggested some additional grounds of defence, which were also submitted and approved.

Summary of Evidence prepared for presentation to the Select Committee on Mr. Goffin's Certificate, but not called for by that Committee.

On Friday, August 1st, the following witnesses, called on Mr. Goffin's behalf, were in attendance at the Committee Room of the House of Commons, and were prepared to give evidence of which the following is an outline. Only one of Mr. Goffin's witnesses was called, a lad named Jarvis, after whose evidence the Department put in R. Jones and H. J. Waller, who identified the "Paper of Notes" and the note-book "No Name." After this the Committee stopped the inquiry, and proceeded to draft their report.

Names of Witnesses and Outline of Evidence.

1. E. Anderson, 2. Allard, 3. A. E. Jones, 4. T. H. Jones, 5. R. Ockenden.—These are boys from the school, like Jarvis who was examined. They are selected from some forty or fifty boys who can prove that at least one-half of the notes found on the paper handed to Col. Donnelly could not have been taken down from any lesson of Mr. Goffin on the days named. They could point out such parts of the notes as they believe were touched.

by Mr. Goffin in his lessons. They would show generally that the "glazed paper" is not a copy of any notes taken at a lecture or lesson given by Mr. Goffin.

6. E. Beard, 7. Saxby, 8. Turner.—These were boys whose note-books or notes are quoted in the "Analysis of the Note-Books" made by the Department. These boys are prepared to say that they had no lesson from Mr. Goffin after Monday night, May 13th, 1878, and that, therefore, the books cannot fairly be quoted as corroborating the notes of a lesson said to have been given on Wednesday or Thursday.

9. Mr. Farnfield, Science Teacher, Guildford.—This witness was prepared to prove (1) That he had "hit" eight of the questions in the paper in acoustics, &c., and partially three or four others; (2) That this year he had positively hit ten out of twelve questions set in the physiology paper. He shows that this was done by his taking the papers for 1875 and 1876, and he shows by a table that these papers contain ten of those questions which were set in 1870. He would also prove (3) that similar cases had occurred within his experience.

10. T. Eltoft, Esq., Lecturer on Science.—The "analysis" made by the Department of the boys' note-books had been submitted to Mr. Eltoft. He was prepared to show (1) That the note-books did not corroborate the paper given in by S. W. Davis to any substantial extent; (2) That the inferences drawn from the analysis was strained and unfair; (3) That the evidence of Col. Donnelly based on the comparison of the note-books and the "glazed paper" was misleading and illogical; (4) That the main charge against Mr. Goffin was unsubstantiated. Mr. Eltoft has prepared tabular and other evidence showing the untrustworthiness of the technical evidence produced by the Department.

11. Dr. Wormell, Head Master, Cowper-street Schools, City, E.C.; 12. A. J. Rider, Esq., Science Teacher, Stoke, Devonport.—These witnesses were to speak as to the power of approximating to the questions set in the various examinations. It was also believed that these witnesses would be able to show that the note-books contained nothing sufficient to prove that Mr. Goffin had a previous knowledge of the questions. They would also give instances of "hitting" questions.

13. J. Payne, Esq., Science Teacher, St. Thomas' School, Charterhouse.—The paper notes taken from the short-hand notes of F. E. Steele had been referred to Mr. Payne. He was prepared to show:—(1) That a large portion of these notes consists of extracts from text-books, and were not such notes as would be given by an experienced teacher, but must have been taken during private. (2) That the repetition of the notes does not indicate a repetition of the lesson. (3) That only a limited portion of the notes relate to the questions in the paper. (4) That the inferences drawn by the Department, and the mode of presenting the paper is misleading and unfair; and (5) That there is nothing in these notes to indicate that a special knowledge of the examination questions was in the possession of the writer.

14. J. Enright, Esq., B.Sc., Lecturer in Chemistry, and Examiner in Chemistry, &c., at the Training College, Hammersmith.—Mr. Enright was ready to show:—(1) That questions in certain subjects could be "hit"

with tolerable certainty. (2) That the boys in Mr. Goffin's school were especially well prepared in chemistry, and that the school had special facilities and advantages for science teaching. (3) That he could give instances of "hitting" questions. (4) That the mention of Ammonium Chloride was in Mr. Goffin's favour, and that it is most usual for examiners to set questions on new substances; and (5) That teachers frequently use theoretical substances to illustrate the principles of "atomicity."

15. J. Glover, Esq., Science Teacher, Pavenham, Bedford.—Mr. Glover's evidence was substantially as follows:—(1) That the syllabus of subjects IX. and X. was so precise that it would be difficult not to "hit" questions. (2) That chemical arithmetical questions are all done by well-known rules, which cover every kind of example. (3) That a brief resumé of all the salient points of such subjects as IX. and X. can be given in a lesson of an hour and a half. (4) That the note-books as analysed by the Department do not contain proof of any previous knowledge of the questions.

16. J. Runciman, Esq.—Teacher of Science, &c., &c. This witness was prepared to give instances of hitting questions in certain examinations, and in his curious statements he would be corroborated by

17. Mr. Stephens, a Science Teacher in South London.

Other witnesses of a technical and scientific character were offered if the Select Committee required them.

18, 19, and 20. Pupils of Mr. Farnfield's class (adults), to corroborate his evidence.

21. Mr. Abraham, former secretary of the Woking Classes.—To rebut and deny Brummell's evidence as to key and delivery of examination papers.

22. W. Holmes, Schoolmaster, Birmingham.—To rebut and absolutely deny the evidence of Brummell as to passing round a paper of "tips."

23. Henry A. Hunt, Esq., G. A. Spottiswoode, Esq., Governors of the United Westminster Schools, and C. Spencer Smith, Esq., secretary of the schools.—These witnesses will give evidence substantiating Mr. Goffin's statement that S. W. Davis had offered a bribe for the appointment of second master under Mr. Goffin.

24. F. A. Steele; 25. A. F. Steele.—To be recalled and further examined as to their notes and their evidence.

26. Mr. Ledger; 27. Miss Goffin; 28. L. A. Goffin.—To rebut Brummell's evidence to registration, and to prove that Mr. Brummell constantly attended on Saturdays.

29. T. Piper, Esq., formerly of St. John's College, Battersea.—To prove that such attendances as Brummell's were allowed by the Department, through its officers.

Mr. Goffin also wished to be recalled to rebut evidence given by Coates as to registration, and also as to the responsibility of each teacher for his own register.

In his defence, Mr. Goffin gave "a complete and emphatic denial" to the charge, and he solemnly assured the Committee that on this and on all other previous occasions no information as to the examination questions had ever come into his possession. He complained that matters not connected with the charge had been introduced for the purpose of prejudicing his position.

He affirmed that the informant, W. S. Davis, had corruptly offered him a bribe to secure the appointment of under master at the Westminster Schools. He said it was now clear that he had not received justice at the hands of Colonel Donnelly and his assistant, who had assumed his guilt before the inquiry was made. Mr. Goffin denied that any offer of lenient treatment was made to him on the condition that he confessed where he had obtained information. He then went on to show that at the time of the suspension of his certificate, the only evidence in the hands of the Department was the paper of notes handed in by S. W. Davis. These had in no way been authenticated, had not been traced to any boy in the school, and were not supported by the note-books taken by Colonel Donnelly to any appreciable extent. He denied the authenticity of these notes, and pointed out that no single note-book or paper had been found purporting to be in any degree like the paper of information. Mr. Goffin further said that the paper bore internal evidence of being a concoction, and he said that although it contained some points touched on in his lecture on Wednesday, May 15th, and by Mr. Kent on Tuesday, it also contained much not forming part of his lessons, and he believed these parts had been inserted by the Davises after the examination, with the questions in their hands. Mr. Goffin then says he from the first denied the charge made by Colonel Donnelly, and not in an evasive, or shuffling manner, as alleged. He also repudiated the suggestion made by Coates, that the word "No," or "None," was suggested to the boys when told to write down answers to Colonel Donnelly's questions. Many of the boys examined by the Colonel were not present at either of the lectures that week, and consequently wrote "No" truthfully. Mr. Goffin reminded the Committee that it would be impossible for him to pass any word to 50 or 60 boys in the presence of three inspectors who stood a few yards from him. Mr. Goffin then dealt with the "Analysis of the Note-Books" presented to the Committee by Colonel Donnelly. He showed that no one note-book or paper contained more than one or two points bearing on the question, and that it was only by piecing out such notes that any corroborative testimony was obtained. The most damaging paper was one marked "No name," and until this had been traced to somebody in the school it ought not to be regarded as evidence against him. Each of the questions were then taken up by Mr. Goffin, and in contradiction to Colonel Donnelly's statement that *Ammonium Chloride* could not be set in the examination, showed that it had been set twice—in 1871 and 1875. He denied that he was responsible for the order in which certain substances were given in notes bearing on questions 10 and 12, and also that he had ever given such a note as that in A. Steele's book. He believed the boy himself had no recollection of making such a note. He said his witnesses would prove that F. Steele's notes on magnetism and electricity did not bear on the examination to the extent supposed by the Committee, and that even those which did touch the questions were to a large extent not notes of his lessons, but reading notes made by Steele during private reading. He said his note-books and Steele's paper did not come nearer to the examination paper than might be expected from any careful student taught by a teacher familiar with the syllabus and examination of the Department.

He pointed out that on the charge no *direct* evidence had been produced, but that it was all of an inferential character. He thought this weakness led the Department to introduce other matters for the purpose of blackening his character. He was anxious to meet one by one the calumnies which had been heaped upon him, though he did not admit their relevancy to the point under investigation. Mr. Goffin then went into the evidence bearing on the alleged falsification of registers, and said he could produce witnesses to rebut the evidence of Brummell on this point. He pointed out that the register had been regularly examined and tested, and he emphatically denied any inaccuracy. The only Westminster witness who alleged fraudulent registration against him was Coates. Mr. Goffin said that Coates made this mis-statement maliciously and well knowing it to be false. Coates was the intimate associate of Ledger, upon whom he believed the whole conspiracy both of the Woking and Westminster witnesses rested. Mr. Goffin's written statement concluded with an expression of regret at not having been allowed to hear the evidence given, to cross-examine witnesses, nor to be represented by counsel.

This paper was, owing to the state of Mr. Goffin's health, read by the Committee clerk, and I believe every personal consideration was shown to him by the Chairman and members of the Committee.

Mr. Goffin supplemented his written statement by a close and clear criticism of the various notes and note-books, most of which was of a technical character. It was unfortunate that Mr. Bell, the only member of the Committee possessing a competent chemical knowledge to appreciate this part of Mr. Goffin's case, was unable to be present on this day. Mr. Goffin was under examination the whole day. On Friday, August 1st, the witnesses called by Mr. Goffin, over twenty in number, were in attendance at the House of Commons, it being understood that the Committee would call them. At the request of Mr. Lowe, I had prepared in writing a set of questions, to be put to each of the witnesses, in order that the Select Committee might elicit the evidence which Mr. Goffin thought it necessary should be brought out. It was intended that these should be handed in to the Chairman and to Sir Sydney Waterlow as each witness was called. I also placed in the hands of Mr. Lowe a list of the witnesses, with the bare indication of the points on which each would speak. This was done with the witness Jarvis, who said he was a boy in the school at the time of the examination. He said Mr. Goffin's lessons on Wednesday did touch on four of the points named in the "glazed paper," and that the reason potassium chlorate was taken as an example for percentage composition was, that Mr. Goffin had been preparing a yellow gas and had put a formula on the board, the first part of which was KCl^3. Mr. Goffin was called out of the room, and Mr. Henchie, the Form Master, worked out the percentage composition while he was away. Jarvis was questioned as to the questions put to him by Mr. Goffin after the officers' inquiry, and was closely examined as to the lesson said to have been given on the day of examination. He denied having received any instruction beyond the points named, which bore upon the examination. None of the other witnesses on Mr. Goffin's behalf were called.

After Jarvis' evidence had been given, the Department called R. Jones, a

boy in the Westminster Schools. He said that the notes on the "glazed paper" were his; that they were in his writing, but he could not recollect when they were taken. He gave them to Mr. Hall, a master in the school. He was certain they were the notes of a lecture he had received from Mr. Goffin, just before he gave them up to Hall. His examination paper and the "glazed paper" being placed before him, he pointed out the points upon which both touched. He, however, while adhering to his statement that the notes were those taken at *one* lesson, said that some of the questions he had had a "great many times before," and "a good while before." As to question 12, he could have done that without the note bearing on it. He said that Mr. Kent had afterwards asked him whether he had given these notes to anybody, and he told them he had given them to Mr. Hall. Jones went on to say that Mr. Davis came to him the night before, and told him he might be wanted at the House of Commons to speak about the notes given to Hall. He said in reply to Lord F. Hervey, that most of the subjects mentioned in his notes had been referred to in previous lessons, and that they had worked the percentage composition of numerous substances in addition to that on the "paper." In answer to other members of the Committee, Jones repeated most of his statements, and that he could have answered some of the questions without the notes.

H. J. Waller was next called by the Science and Art Department. He was a boy fourteen years old, and he identified the note-book marked in the Analysis "No name," as his. He said he copied these notes from slips of paper he had used during the whole course. Some of them he took from lessons given by Mr. Goffin, and he identified certain notes in pencil as such, and said they were taken on Tuesday, Wednesday, or Thursday before the examination. He was questioned as to the nature of the instruction given by Mr. Goffin, and stated that the *fluorides* had been given very often. I would point out to the Executive that, in my opinion, this boy's note-book contains some of the most damaging evidence against Mr. Goffin, and that there should be a very careful investigation of questions 10, 12, and 30 in the light of his evidence before coming to any opinion on Mr. Goffin's guilt or innocence.

Mr. H. M. Cundall, an assistant keeper in the South Kensington Museum, but still acting as a clerk in the Science Division, was called to show how the "glazed paper" and the note-book marked "No name" came to be identified. He said that on the previous afternoon, knowing that these documents were not identified, and having charge of the worked examination papers, it occurred to him to look through them. He picked out one or two, and showed them to Captain Abney, but these did not agree. He was then told by Colonel Donnelly to continue his search, and by this means he identified Jones as the writer of the glazed paper. Captain Abney identified Waller's book from the evidence given before the Governors of the school, and this was afterwards corroborated by the assistant Thompson, and by a comparison with Waller's examination paper.

It appears that after hearing the evidence of Mr. Cundall, the Committee proceeded to consider their report, and did not think it necessary to call any of the numerous witnesses in attendance. Mr. Goffin was not aware of the evidence given by Jones and Waller, and had no opportunities

afforded him of replying to, rebutting, or explaining it. He still asserts that the notes are in such a confused and smeared condition that the boy at this lapse of time might easily be misled into an identification of the papers as a whole without being able to identify the portions which Mr. Goffin still believes have been added to some original notes. No corroboration of the boy's evidence was sought for, and it seems clear that the Committee, anxious to conclude their labours, narrowed the issue to one point. The appendix to the report contains the numerous papers handed in by the various witnesses—among which will be found, handed in by Lord George Hamilton, the abstract of the case as far as then known, prepared by me in June last. I cannot conclude this report without expressing regret at the manner of the inquiry and at its result. The claim made by teachers for some general and recognised means of appeal in such cases is greatly strengthened by the character and result of this investigation. Throughout the whole proceedings I felt that it was a monstrous absurdity that the time and energies of nine Members of Parliament, several of whom were public men of the highest standing, should be monopolised for nearly a fortnight, and that all the special and costly machinery of a Select Committee should be evoked, to investigate a case which in essence was one of a personal character, and affected a single individual. The necessity of further inquiry was admitted by Lord G. Hamilton in his speech, and in moving for a Committee, but it is clear that it would be absurd and impracticable to resort to a similar proceeding in every case affecting a teacher's certificate. The Select Committee was the only tribunal accessible, but it was nevertheless one in which a case like Mr. Goffin's could not be properly and judicially investigated. I trust this will be made clear to the members of our profession, and that the Members of Parliament who have assisted us in securing an inquiry will be informed of this, will be thanked for their assistance, and urged to obtain for the great body of elementary teachers some permanent means of appeal, which will at once place the decisions of the Education and Science Departments above the suspicions which necessarily surround the judgments of secret tribunals.

This case has been to me a cause of much anxiety. The National Union, founded for the benefit of education and the elevation of the office of the educators, was in danger of appearing to bolster up and support practices which it deplores and condemns. We have, however, as a body never asserted Mr. Goffin's innocence or guilt; we have simply criticised and, I trust, exposed the irregular manner in which the officers of the Department conducted their investigation into Mr. Goffin's case, and have demanded a full and complete investigation of the matter. So far we have succeeded, and although I think Mr. Goffin's case has not been fully heard, nor the case against him fully made out, I think the action of the Union has been fully justified.

III.—REPORT OF THE "STANBRIDGE" TRUSTEES, 1879-80.

The Trustees of the Stanbridge Fund beg to Report that during the past year they have continued the grant of ten shillings per week to Mrs. Stanbridge, in augmentation of the amount she is able to earn by her own efforts and industry. The payments have been made through the Rev. H. A. Gibson, Vicar of Linslade, who was, up to the date of his decease, one of the Trustees of the Fund. To his care and personal interest Mrs. Stanbridge and her family are greatly indebted, and the Trustees regard with deep regret the loss of so valuable a colleague. The allowance paid to Mrs. Stanbridge has been sufficient, in addition to her own earnings, to place the family in comparative comfort, and, although the Fund must gradually be decreased as time goes on, the Trustees hope that it may last until the children are successfully placed out, and can occupy useful positions in life. The following is the Treasurer's Cash Statement for the year :—

THE STANBRIDGE TRUST.

Dr. CASH ACCOUNT FOR THE YEAR ENDING MARCH 31st, 1880. *Cr.*

	£	s.	d.		£	s.	d.
To Balance in hand of Treasurer, as per last Balance Sheet ...	5	19	5	By 50 weeks' allowance to Mrs. Stanbridge at 10s. per week (from April 26th, 1879, to April 10th, 1880)	25	0	0
„ Dividend on Stock—one year less Property Tax (including January Dividend, 1880) ...	9	5	0	„ Balance in hands of Treasurer	16	14	5
„ Sum withdrawn from Deposit...	25	0	0				
„ Interest on Deposit—							
Half-year on £250	1	0	0				
„ „ £25	0	10	0				
	1	10	0				
	41	14	5		41	14	5

Audited and found correct,
E. T. MORGAN, *Auditor.*

THOMAS E. HELLER, *Treasurer.*

The position of the Fund will be seen from the following Balance Sheet, made up to March 31st, 1880 :—

Dr. GENERAL BALANCE SHEET TO MARCH 31st, 1880. *Cr.*

	£	s.	d.		£	s.	d.
To Amounts received by the Rev. H. A. Gibson, and acknowledged in SCHOOLMASTER ...	84	0	6	By Purchase of £314 19s. 2d. Consols	300	0	0
„ Amounts received by Mr. Franklin and acknowledged in SCHOOLMASTER.....	17	17	0	„ Deposit at 4 per cent.....	25	0	0
„ Amounts received by Mr. E. T. Morgan, on behalf of the N. U. E. T., and acknowledged in SCHOOLMASTER ...	354	19	11	„ Payments to Mrs. Stanbridge from April 24th, 1876, to April 26th, 1880—208 weeks, at 10s. per week	104	0	0
„ Dividends, £13 19s. 6d. + £9 5s.	23	4	6	„ Rent of Cottage to March 18th, 1878	18	14	3
„ Interest on Deposit	3	10	0	„ Furniture, Clothing, &c.	18	9	8
				„ Balance in hands of Treasurer	16	14	5
				„ „ „ „ Trustees	1	13	7
	483	11	11		483	11	11

(Signed) THOMAS E. HELLER,
Treasurer "Stanbridge Trust."

Audited and found correct,
E. THOS. MORGAN, *Auditor.*

The Trustees will immediately consider what steps shall be taken respecting the vacancy in the body of the Trustees, caused by the death of the Rev. H. A. Gibson.

(Signed) THOMAS EDMUND HELLER,
March 31st, 1880. *Hon. Treasurer* "Stanbridge Trust."

RESOLUTIONS OF CONFERENCE—1880.

The following resolutions were agreed to by the Eleventh Annual Conference at Brighton during the Easter week, 1880:—

Appointment of Scrutineers.

1. "That the following persons be, and they are hereby, appointed Scrutineers of the Votes recorded during the present Conference":—Messrs. G. H. Brooks, C. Hague, J. Hands, C. Mitchell, W. G. Pickett, J. Stafford, G. Upsdell, H. J. Bowles, T. Griffin, W. Wheadon, W. H. Blackmore, A. Moon, and H. Gibbins."

Standing Orders.

2. "That the following Code of Standing Orders prepared by the Executive be adopted by the Conference":—

(1) The Reader of a Paper shall be allowed *twenty minutes* for his Paper, and the Proposer of a motion *ten minutes* for his speech.

(2) The Seconder, and each succeeding Speaker, shall be allowed *five minutes*.

(3) All Amendments to a Motion must be submitted to the Chairman in writing, with the name of the Mover attached.

(4) Whenever an amendment is made upon any Motion, no second Amendment shall be taken into consideration until the first Amendment is disposed of. If that amendment be carried, it then shall be put as a substantive Motion, upon which a further Amendment may be moved. If the first Amendment be negatived, then a further Amendment may be moved to the original question, but only one Amendment shall be submitted for discussion at one time.

(5) The decision of the President on any point shall be final. If any decision be questioned, it must be done at the next session of the Conference.

(6) No Representative shall be permitted to speak more than once on the same proposition, except the Proposer, who shall have the right of reply.

(7) Any debate may be closed by a resolution "That the question be now put" being moved, seconded, and carried; such resolution to be put to the Meeting without debate; but no speech shall be interrupted for the purpose of proposing such a motion.

(8) When the President rises to speak, representatives shall immediately take their seats.

(9) Every resolution shall be put to the vote by a show of hands. No division to be taken unless the vote be challenged by at least five members of the Conference.

(10) The Agenda of any Session, if not finished, shall be taken after the business of the arranged Agenda has been disposed of.

Minutes.

3. "That the minutes be taken as read."

4. "That the minutes of the Nottingham Conference be signed by the President as a correct record of the proceedings."

Vote of Thanks to the Retiring President.

5. "That the best thanks of the Conference be given to Mr. J. W. Grove, the retiring President, for his valuable services to the Union during the past two

years; and that the Conference hereby express their best wishes for his future welfare."

6. "That a copy of the above resolution be inscribed on vellum and presented to Mr. Grove as a memento of his year of office."

Vote of Thanks for President's Address.

7. "That the best thanks of the Conference be given to Mr. Rankilor for his address and for his services to the Union during the past year as Vice-President, and that the Address be printed with the Annual Report of the Union."

Report of the Executive.

8. "That the Annual Report of the Executive be now received and adopted and printed for circulation."

Treasurer's Report and Balance Sheet.

9. "That the Treasurer's Report and the Balance Sheet be received and adopted, and printed with the Annual Report of the Union, but that in future no balance sheet will be deemed satisfactory without a detailed statement is given of the assets and liabilities of the Union."

Votes of Thanks to Officers and Executive.

10. "That the best thanks of this Conference be given to the Officers of the Union for their valuable services during the past year."

11. "That the best thanks of this Conference be given to the Executive and to the several Standing and Special Committees for their attention to the interests of the Union during the past year."

Pensions.

12. "That, in the opinion of this Conference, the Pension Minute is unsatisfactory, and will so continue until all restrictions are removed which were not in the original Minute; and that a special effort should be made to induce Parliament to consider the great injustice which teachers suffer who claim pensions under the minutes of 1846."

Supply of Teachers.

A Paper on this subject was read by Mr. Robert Wild, B.A., F.C.S., of East London, after which it was resolved:—

13. "That the best thanks of this Conference be given to Mr. Wild for his paper."

14. "That as, in the opinion of this Conference, the supply of Certificated Teachers has, during the past few years, been greatly in excess of the requirements, all persons admitted as Certificated Teachers should be required to give evidence of possessing the same minimum qualification, viz., shall pass the Examination prescribed for Second Year Students, and shall have given practical proof of ability to teach; and this Conference is further of opinion that this change is imperatively required in order to maintain an efficient teaching profession, and in the interests of education generally."

15. "That a Deputation be appointed by this Conference to represent to Her Majesty's Government the importance and urgency of the foregoing resolution."

Scotch Deputation.

16. "That the best thanks of this Conference be given to Messrs. Sewell and

Boyd for their attendance as a deputation from the Educational Institute of Scotland."

GRADED SCHOOLS AND INTERMEDIATE AND TECHNICAL EDUCATION.

A paper on this subject was read by Mr. Moore for Mr. T. Turner, of Kingsdown, Bristol, after which it was resolved:—

17. "That the best thanks of this Conference be given to Mr. Turner for his Paper, coupled with an expression of regret that illness prevented his reading the paper himself."

18. "That, in the interests of the nation, steps should be taken to bring secondary education under more efficient public control, and to open more widely the rewards of sound scholarship."

19. "That it is desirable to establish Technical Schools in suitable parts of the country."

CERTIFICATION AND REGISTRATION OF TEACHERS.

20. "That, while the formation of a general register of qualified teachers under the authority of an Educational Council is very desirable, Dr. Lyon Playfair's Bill is extremely unsatisfactory in limiting its application to one class of teachers, and expressly excluding those of Elementary schools; and the Bill ought to be amended so as to apply to all teachers. That this Conference requests the Executive and the Local Association to bring the subject under the notice of members of Parliament as soon as possible."

THE TEACHING OF NEEDLEWORK.

21. "That this Conference most strongly protests against the present Needlework scheme as excessive and beyond the ability of children both in girls' and infants' schools, and that the teaching of sewing to children under seven years of age ought neither to be required nor encouraged by the regulations of the Code."

LEGAL ACTION OF THE UNION.

22. "That no legal action be taken on behalf of any teacher who has not joined the Union and is in actual membership at the time of the occurrence, proceedings arising from which cause him to seek the assistance of the Union."

PLACE OF NEXT CONFERENCE.

23. "That in Rule 5 the words, 'that every third Conference after 1878 be held in London,' be omitted, and the rule read as follows: 'That the annual Conference be held at Easter, and that the place of meeting be agreed upon by ballot at the previous Annual Conference, but,' &c."

APPOINTMENT OF ADDITIONAL SCRUTINEERS.

24. "That Messrs. Wood (Dover), Crowther (Derby), Graves (Lamport), Pitt (Greenwich), and Vernon (Liverpool), be special scrutineers for the purpose of this ballot."

COMPULSORY EDUCATION.

A Paper on this subject was read by Mr. R. Gardner, of Tonbridge, Kent, after which it was resolved:—

25. "That the best thanks of this Conference be given to Mr. Gardner for his Paper."

26 "That in the opinion of this Conference, the various efforts to compel the regular attendance of children at school between the ages of five and thirteen have

but partially succeeded in urban, and have to a large extent failed in rural districts; and that until a more regular and extended attendance is secured, the best educational results cannot be achieved."

Irish Deputation.

27. "That the best thanks of this Conference be given to Messrs. O'Farrell and Traynor for their attendance as a deputation from the Irish National Organisation of Teachers."

Alteration of the Code—Examination Grants.

28. "That, in the opinion of this Conference, any reduction of the grants in aid of elementary education in this country would prove directly retrograde in its results."

29. "That the following 'Notices of Motion' be referred to the Special Committee of the Executive now considering the Code" :—

(1) "That the Examination Grant would be more fairly and equitably administered by the introduction of a graduated scale of payment proportioned to the results."
Bath and Bucks.

(2) "That in Schedule I. of the Code the subject of Reading, Repetition, Grammar, and Composition should be classed under the head of English; that a part, or the whole, of some standard work of English Literature should be appointed for study; and that the questions for examination of all pupil teachers examined at the same time should be based on the work appointed."
Manchester.

(3) "That to facilitate the instruction of pupil teachers in different years at the same school, the subject of Geography should be divided into four parts, and that of History into four periods, and that all pupil teachers examined at the same time, in whatever year they may be, should have questions on the same portion, varied in degree of difficulty to suit different years."
Manchester.

(4) "That in the opinion of this Conference, since the percentage of passes is different in each district, owing to the different standards of the various Inspectors, it is advisable that with each Inspector's general report there should be tables showing the average percentage of passes in each subject. This will supply a just means of comparison for teachers wishing to remove from one district to another."
Craven.

(5) "That the stages of domestic economy remain as in previous years, or that the subject ceases to be a compulsory one."
Pembrokeshire.

(6) "That the Geography now arranged in three courses for Standards IV.—VI., be arranged in five courses, as follows:—I. British Isles; II. Europe; III. Colonies; IV. Asia and Africa; V. America and Oceania."
Pembrokeshire.

(7) "That, in the opinion of this Conference, literature and the subject from which parsing and analysis are taken for P. T.'s examinations, should be definitely specified by the Education Department."
Leicester Scholastic.

The Case of Mr. Goffin.

30. "That the very best thanks of this Conference be, and are hereby, given to those Members of Parliament and other gentlemen who have used their influence to further the cause of justice; to the Governors of the United Westminster

Schools for the noble efforts they have made to obtain a fair hearing for Mr. Goffin; to the Executive of the N. U. E. T., and to the Local Associations throughout the country, for their prompt and generous aid, and especially to Messrs. Heller and Cutler for their untiring and earnest efforts to secure for Mr. Goffin a fair tribunal."

Voting Papers.

31. "That all voting papers be destroyed at the close of the Conference."

Means of Appeal.

A Paper on this subject was read by Mr. T. Pitt, B.A., of Plumstead, after which it was resolved:—

32. "That the best thanks of this Conference be given to Mr. Pitt for his paper."

33. "That in the opinion of this Conference the Education Code should be so amended that before the certificate of any teacher be lowered, suspended, or cancelled, and before the name of any such teacher be published in the Education Blue Book as an offender, he should be informed fully of the nature and terms of the charges made against him, and should be allowed to appear in person, or by a representative to answer such charges."

34. "That before any decision of the Education Department to suspend or cancel a teacher's certificate be made absolute, such teacher be allowed a right of appeal to an independent legal tribunal, and that this right of appeal should be extended to every teacher charged with any offence affecting his professional status."

Half Time Education.

35. "That in the opinion of this Conference it is of importance that the regulations of the Education Department and the requirements of the Factory Acts with respect to half-timers should be at once brought into agreement."

36. "That in the opinion of this Conference, the harmony which has hitherto existed between the working of the Factory and Workshops Act and the local Bye-laws should not at present be interfered with."

Appointment of Auditors.

37. "That two Auditors, members of the N. U. E. T., but not members of the Executive, be appointed Auditors by Conference, one from the country and one from London; that it be the duty of these Auditors to report to Conference on the financial condition of the Union, and that the expenses of the audit be borne by the N. U. E. T."

38. "That Messrs. Ellis and E. W. Smith be, and they are hereby appointed, Auditors of the accounts for the ensuing year."

Votes of Thanks.

39. "That the best thanks of the Conference be tendered to the Mayor, to the Chairman of the School Board, and to the inhabitants of Brighton, for the interest they have shown in the visit of the Conference."

40. "That the best thanks of the Conference be, and they are hereby given to the Brighton teachers, and to the local Conference Committee, for their highly successful arrangements and for their courteous attention to the convenience of the members of Conference."

41. "That the best thanks of the Conference be given to the Scrutineers for the efficient manner in which they have performed their onerous duties."

42. "That the best thanks of the Conference be given to the Dinner and

Reception Committees for their unwearied labours for the comfort and pleasure of the members."

43. "That the best thanks of the Conference be given to the Soirée Committee for their excellent and successful arrangements."

44. "That the best thanks of the Conference be, and they are hereby, given to the Bazaar Committee and to the ladies who have assisted at the Bazaar, for their valuable and self-denying labours in the cause of Benevolence."

45. "That the best thanks of the Conference be given to the President, Mr. Rankilor, for his able conduct in the chair."

RESULTS OF ELECTIONS—1880.

For Vice-President.

J. R. Langler, B A. (Westminster)	3,559	votes (elected).
R. Sykes (Finsbury and City)	2,650	,,
J. Russell (Greenwich)	1,214	,,
G. S Carr (Leeds)	397	,,
A. Park (Ashton-under-Lyne)	252	,,

For Treasurer.

R. Greenwood (Southwark) .. .. Re-elected.

For Executive.

E. B. Lethbridge	6,379	J. Tidmarh	4,175
T. N. Day	5,927	G. M. E. Hamilton	3,949
R. Sykes	5,903	G. J. Sneath	3,934
J. H. Devonshire	5,677	J. F. Adams	3,681
L. W. Potts	5,547	J. J. Cutler	3,598
R. Wild, B.A.	5,483	H. Clark	3,594
J. Russell	5,278	C. Wilson	3,499
E. W. Moore, M.A.	5,138	T. Baldwin	3,465
H. J. Moore	5,057	G. Girling	3,384
W. Gardner	5,042	W. G. Wells	3,225
S. B. Tait	4,527	T. H. Smith	3,209
J. J. Graves	4,301	W. Crowther	3,179

PLACE OF NEXT CONFERENCE.

London	2,636	(elected)
Birmingham	1,925	
Sheffield	1,899	
Leeds	1,355	

NATIONAL UNION OF ELEMENTARY TEACHERS.

LIST OF STANDING COMMITTEES.

I.—*Finance and General Purposes Committee.*

Meet on the Second Wednesday and Fourth Monday of each Month, at 7.30 p.m.

Bates, Mr. J. I., St. Peter's School, Coventry.
Bennett, Mr. J., Boys' Free School, St Neots, Hunts.
Clark, Mr. J., National School, Magdalen-street, Colchester.
Day, Mr. T. N., British School, Abbey-street, Bethnal Green.
Devonshire, Mr. J. H., Wesleyan School, Mintern-street, Hoxton, N.
Genner, Mr. B., United Wesleyan Schools, Victoria Street, S.W.
Greenwood, Mr. R., 102, Avondale-square, Old Kent-road, S. E.
Hamilton, Mr. G., Langbourne Ward School, St. Mary Axe, E. C.
Hare, Mr. J., Ravenstone, Newport Pagnell.
Howson, Mr. R., St. John's School, Woking.
Potts, Mr. L. W., National Schools, Baldwin's-gardens, Holborn, W.C.
Rayner, Mr., 1, Carliol-square, Newcastle-on-Tyne.
Russell, Mr. J., 229, Burrage-road, Plumstead, S.E.
Smith, Mr. T. H., Board School, Rolls-road, Bermondsey, S.E.
Tidmarsh, Mr. J., 13, Boro-street, Brighton.
Wild, Mr. R., B.A., 5, Montague-place, Poplar, E.

II.—*Parliamentary and Law Committee.*

[Meet on the First and Third Wednesday of each Month, at 7.30 p.m.]

Adams, Mr. J. F., School Board Office, Tottenham, N.
Calmady-Richardson, Mr. F., 4, Milner-square, Islington.
Cutler, Mr., 3, Clarendon-street, Pimlico, S.W.
Girling, Mr., 78, St. Thomas-road, Finsbury Park, N.
Greenway, Mr. E., 3, Shacklewell-place, Kingsland, N.
Huitt, Mr. T., Trinity School, Swan-street, Borough, S.E.,
Langler, Mr. J. R., B.A., Wesleyan Training College, Horseferry-road, S.W
Moore, Mr. E. W., Bishopsgate Ward School, Skinner-street.
Sergeant, Mr. G. H., St. James' School, Dover.
Sneath, Mr. G. J., St. Andrew's School, Hatton Garden, Holborn, W.C.
Sykes, Mr. R., Board School, Gillespie-road, Finsbury, N.
Tattersall, Mr., 110, Albion-road, Stoke Newington, N.
Udall, Mr. J., Rea-street Board School, Birmingham.
Webb, Mr. J., Church-road Board School, Leyton, Essex.
Wells, Mr. W. G., Warwick Street Schools, Pimlico.
Wilson, Mr. C., Board School, Gipsy-road, Lower Norwood.

III.—*Organisation Committee.*

[Meet on the Saturday after the First Friday of each Month, at 3 p.m., and on the Saturday after the Third Friday, at 10 a.m.]

Chairman.—Mr. E. B. Lethbridge, 42, Coleman-street, Brighton.

Baldwin, Mr. T., High-green British School, Sheffield.
Cadwalladr, Mr. J. W., National School, Oxford-street, Swansea.
Chadwick, Mr. J., London Road School, Derby.
Clark, Mr. H., 436, Caledonian-road, N.
Crowther, Mr. W., British School, Derby.
Gardner, Mr. W., 92, Kilshaw-street, Liverpool.
Graves, Mr. J. J., Endowed School, Lamport, Northampton.
Moore, Mr. H. J., 14, Clarence-square, Cheltenham.
Park, Mr. A., Albion Institute, Ashton-under-Lyne.
Tait, Mr. S. B., Board School, Beaumont-street, Huddersfield.
Tinker, Mr., St. Matthew's School, Leeds.
Williams, Mr. S., 104, Avondale-square, Old Kent-road, S.E.

SPECIAL COMMITTEE.

Committee on Code.

[*Meet on the Third Saturday of each Month at 2 p.m.*]

Chairman.—Mr. J. W. Grove, All Souls' School, Langham-place, W.

Adams, Mr. J. F., Board School Office, Tottenham.
Day, Mr. T. N., British School, Abbey-street, Bethnal Green.
Devonshire, Mr. J. H., Wesleyan School, Mintern-street, Hoxton. N.
Gardner, Mr. W., 92, Kilshaw-street, Liverpool.
Graves, Mr. J. J., Endowed School, Lamport, Northampton.
Lethbridge, Mr. E. B., 42, Coleman-street, Brighton.
Moore, Mr. H. J., 14, Clarence-square, Cheltenham.
Potts, Mr. L. W., National Schools, Baldwin's Gardens, Holborn, W.C.
Russell, Mr. J., 229, Burrage-road, Plumstead.
Smith, Mr. T. H., Board School, Rolls-road, Bermondsey, S.E.
Sykes, Mr. R., Board School, Gillespie-road, N.
Tait, Mr. S. B., Board School, Beaumont-street, Huddersfield.

[The Officers of the National Union of Elementary Teachers are *ex-officio* members of every Committee and Sub-committee.]

SUGGESTED CENTRES FOR NEW ASSOCIATIONS.

(From Report of Organisation Committee.)

ENGLAND.

Names enclosed in parenthesis are centres suggested in neighbouring counties.

BERKSHIRE	Abingdon (Henley), Hungerford, Wantage, Windsor, Wokingham.
BUCKINGHAMSHIRE ..	Buckingham, Fenny Stratford.
CAMBRIDGESHIRE	Wisbeach, March.
CHESHIRE	Sandbach or Middlewich, Tarporley.
CORNWALL	Stratton.
CUMBERLAND	Bootle, Cockermouth, Keswick.
DERBYSHIRE	Alfreton, Bakewell, Buxton.
DEVONSHIRE	Bideford, Chulmleigh (Dulverton), Ilfracombe, Moretonhampstead, South Molton.
DORSETSHIRE	Blandford, Bridport, Cranborne, Dorchester, Shaftesbury, Sturminster, Wareham, Weymouth.
DURHAM	Ebchester, Seaham, Wolsingham.
ESSEX	Dunmow, Harwich, Southend.
GLOUCESTERSHIRE.. ..	Fairford, Newent, Northleach, Tewkesbury.
HAMPSHIRE..	Alfresford, Lymington, Romsey.
HEREFORDSHIRE	Bromyard, Ledbury, Leominster, Ross.
HERTFORDSHIRE	Bishops Stortford, Hitchin, St. Alban's, Watford.
HUNTINGDONSHIRE ..	St. Neots (Thrapston).
KENT	Sittingbourne, Tunbridge or Tunbridge Wells, Westerham.
LANCASHIRE	Ormskirk.
LEICESTERSHIRE	Hinckley, Lutterworth, Market Bosworth, Melton Mowbray.
LINCOLNSHIRE	Barton, Spalding, Stamford (Peterborough).
MIDDLESEX	Harrow, Southall, Staines, Uxbridge (Watford).
MONMOUTHSHIRE	Monmouth, Pontypool, Usk.
NORFOLK	Aylsham, Diss (Ely), Hunstanton (Lowestoft), Mid-Norfolk, East Dereham, Wells (Wisbeach).
NORTHAMPTONSHIRE ..	Kettering (Stamford) and Peterborough, Thrapston or Oundle, Towcester, Wellingborough.
NORTHUMBERLAND ..	Allendale, Alnwick, Bellingham, Wooler.
NOTTINGHAMSHIRE ..	(Alfreton), Bawtrey, Bingham, Southwell.
OXFORDSHIRE	Henley, Oxford (City), Wallington, Witney.
SHROPSHIRE	Bridgnorth, Cleobury-Mortimer Newport, Wellington.
SOMERSETSHIRE	Bridgewater, Chard, Dulverton, Frome (Sturminster), Watchet, Wells.
STAFFORDSHIRE	Cannock, Hanley, Leek (Newport, Shropshire), Wolstanton or Burslem.
SUFFOLK	Aldborough or Saxmundham, Beccles, Hadleigh, Halesworth, Haverhill, Mildenhall, Newmarket, Sudbury.
SURREY	Chertsey, Epsom, Guildford, Haslemere, Kingston, Reigate, Richmond (Westerham).
SUSSEX	Arundel, Chichester, East Grinstead, Lewes, Petworth, Rye.

WARWICKSHIRE	Nuneaton.
WESTMORELAND	Kirby-Stephen.
WILTSHIRE	Chippenham, Cricklade, Devizes (Hungerford), Malmesbury, Swindon, Warminster.
WORCESTERSHIRE	Bewdley and Stourport, Droitwich, Evesham, Malvern, Pershore, Redditch, Tenbury (Tewkesbury), Upton.
YORKSHIRE	*East Riding*—Hornsea, Market-Weighton. *North Riding*—North Allerton, Richmond. *West Riding*—Keighley, Pontefract, Wetherby.

WALES.

ANGLESEA	Beaumaris, Holyhead, Llangefni.
BRECKNOCKSHIRE	Builth, Crickhowell (Hay).
CARMARTHENSHIRE ..	Carmarthen (West), with centre at Eglwysfan (Lampeter), (Narberth).
CARNARVONSHIRE	Bangor, Pwlheli.
CARDIGANSHIRE	Aberystwith, Lampeter.
DENBIGHSHIRE	Conway or Llanrwst (Corwen), Wrexham and Llangollen.
FLINTSHIRE..	Mold.
GLAMORGANSHIRE ..	Pontypridd, Vale of Glamorgan.
MERIONETHSHIRE	Barmouth, Corwen, Dolgelly (Machynlleth).
MONTGOMERYSHIRE ..	Llanfair, Llanidloes, Machynlleth, Newtown.
RADNORSHIRE	(Builth), (Hay), Knighton, New Radnor, Rhayader-Gwy.
PEMBROKESHIRE	Fishguard, Haverfordwest, Narberth, St. David's.

ISLANDS.

CHANNEL ISLANDS ..	Jersey.

Memorial to Education Department on Amendment of Code, 1880.

(*Presented by Deputation on May 24th*, 1880.)

To the Right Honourable the Earl Spencer, K.G., Lord President of the Council, to the Right Honourable Anthony John Mundella, M.P., Vice-President, and the Lords of the Committee of Council on Education.

The Humble Memorial of the Executive of the National Union of Elementary Teachers.

SHEWETH,—

That your Memorialists have observed with concern some of the changes introduced into the Code of 1880 by your Lordships' predecessors in office.

That, after a careful examination of the proposed changes, and in view of a probable re-issue of the Code, your Memorialists submit the following recom-

mendations to your Lordship's consideration, in the hope that the opinions of those who are practically acquainted with school work may have some influence upon your Lordships' decisions.

Recommendations.

1. Art. 3 (a). That this limitation of school age be abandoned, and that contained in the Code for 1879 be still maintained. Your Memorialists believe that no good, but harm would result from the proposed change, and that no artificial limit of this kind should be set up. The social circumstances of the children, and the shortness of this period of school life, already impose more than a sufficient limit on the amount of education they can obtain.

2. Art. 4 and Footnote. That the footnote be omitted, and that Art. 4 should read as follows:—"An elementary school is a school or department of a school at which elementary education is the principal part of the education given there, and does not include any school at which the ordinary payments, in respect of the instruction, exceed an average of ninepence per week per scholar. The school fee must cover all the instruction given in the school during ordinary school hours." Your memorialists are of opinion that the 10 per cent. limit will seriously impair, and probably destroy, many of the best voluntary schools in the country, which are enabled by charging a high fee at one end of the school to charge a low one at the other end, though the average fee does not reach ninepence. They also believe that the proposed change will not prevent the middle classes making use of State-aided schools—at least to the same extent as at present—as they cannot obtain the same educational advantages elsewhere. The effect of the change will, therefore, be to reduce the amount received in the form of school fees.

3. Art. 15 (*b*). That all words after "employed" in line 2 be omitted. Your memorialists regard Art. 17*d* as a sufficient check in this direction.

4. Art. 19 A (2). That "Singing from Notes" be made a "Specific" subject, and paid for under Schedule IV.

Your Memorialists respectfully submit that "Singing from Notes" should not be expected from children in infants' schools—and that the grant on attendance should not be merged into that for teaching a special subject. Your Memorialists also respectfully ask that no increase be made in the number of special examinations which are already too numerous, and often hinder real educational progress.

5. Art. 19 C (1). That all words after "year" in line seven, be omitted, in order to add the words "according to a graduated scheme in Schedule VI."

The teaching of these subjects cannot in all cases be best done through reading lessons. Your Memorialists think that a graduated scheme should be inserted as a new Schedule in the Code, and thus prevent the variety of standard in different Inspectors' districts. They also believe that a considerable number of Her Majesty's Inspectors have not sufficient acquaintance with either the art or practice of teaching to qualify them to report on the "schemes" submitted to them for approval. The Schedule having been placed in the Code, your Memorialists pray that teachers may be left to select their own methods and means of teaching the subjects.

6. Art. 19 C (6). That Art 19 C (6) should be removed from the Code.

Your Memorialists have, from the first appearance of this Article, pointed out that it is wrong in principle, incompatible with the idea of "Payment for results," and unfair in its operation in poor and small schools. They, therefore, do not here repeat the points urged in the memorials presented to your predecessors in former years, but respectfully ask your Lordships to remove this Article from the Code.

7. Art. 20 A. (1) and 20 A. (2). That Art. 20 A. (1) be abolished, and that the words "in other districts" be omitted from Art. 20 A (2). The whole article then to read as follows:—"A. Being ten years of age or upwards, are certified by the managers, &c."

JULY.

1	Th	
2	Fr	Council of Orphanage and Orphan Fund at 7.30 p.m.
3	Sa	Executive at 1, Adam-st., Adelphi, W.C., at 11 a.m. Organisation Com. at 3 p.m.
4	S	
5	M	
6	Tu	Scripture Exam. for admission to Church Training Colleges.
7	W	Parliamentary and Law Committee at 7.30 p.m. Scho. Exam. com. 10 a.m.
8	Th	
9	Fr	Special Committee on Office Arrangements at 7 p.m.
10	Sa	British Teachers' Association Annual Picnic (about).
11	S	
12	M	London University Matriculation List published.
13	Tu	
14	W	Finance and General Purposes Committee at 7.30 p.m.
15	Th	
16	Fr	Executive at 7 p.m. Last meeting before Recess.
17	Sa	Finance Com. of Prov. Soc. at 10 a.m. Gen. Bd. of Man. of Prov. Soc. at 11 a.m.
18	S	[Org. Com. at 10 a.m. Spec. Com. on Code at 2 p.m. Fin. of Benev. at 11 a.m.
19	M	Central Committee of Benevolent Fund at 7.15 p.m.
20	Tu	
21	W	Parliamentary and Law Committee at 7.30 p.m.
22	Th	
23	Fr	
24	Sa	West Cornwall District Union Annual Picnic.
25	S	
26	M	London School Board Schools Summer Vacation commences.
27	Tu	
28	W	
29	Th	
30	Fr	
31	Sa	

AUGUST.

1	S	
2	M	
3	Tu	
4	W	Last meeting of London School Board before Summer Recess
5	Th	
6	Fr	
7	Sa	
8	S	
9	M	
10	Tu	
11	W	
12	Th	Ripon Training College opened 1862
13	Fr	
14	Sa	
15	S	
16	M	London School Board Schools re-open. Cent. Com. of Benevolent Fund
17	Tu	[(Special) at 7.15 p.m.
18	W	Parliamentary and Law Committee at 7.30 p.m.
19	Th	
20	Fr	Executive at 7 p.m. First meeting after Recess.
21	Sa	Finance of Benevolent at 11 a.m. Organisation Committee at 10 a.m.
22	S	[Special Committee on Code at 2 p.m.
23	M	Finance and General Purposes at 7.30 p.m.
24	Tu	
25	W	
26	Th	
27	Fr	
28	Sa	
29	S	
30	M	
31	Tu	

SEPTEMBER.

1	W	Parliamentary and Law Committee at 7.30 p.m.
2	Th	
3	Fr	Council of Orphanage and Orphan Fund at 8 p.m. Fin. of Orph. at 7 p.m.
4	Sa	Executive at 1, Adam-street, Adelphi, W.C., at 11 a.m. Organisation Com. [at 3 p.m.
5	S	
6	M	
7	Tu	
8	W	Finance and General Purposes Committee at 7.30 p.m.
9	Th	
10	Fr	Finance of Prov. Soc. at 7 p.m. Gen. Board at 8 p.m.
11	Sa	Sunderland and District Association Meeting
12	S	
13	M	
14	Tu	
15	W	Parliamentary and Law Committee at 7.30 p.m.
16	Th	
17	Fr	Executive at 7 p.m. [Committee on Code at 2 p.m.
18	Sa	Organisation Committee at 10 a.m. Finance of Benevolent at 11 a.m. Special
19	S	
20	M	Central Committee Benevolent Fund at 7.15 p.m.
21	Tu	
22	W	
23	Th	
24	Fr	
25	Sa	
26	S	
27	M	Finance and General Purposes Committee at 7.30 p.m.
28	Tu	
29	W	
30	Th	Last day for notifying wish to sit for Certificates.

OCTOBER.

1	Fr	Council of Orphanage and Orphan Fund at 8 p.m. Fin. of Orph. at 7 p.m.
2	Sa	Executive at 1, Adam-street, Adelphi, W.C., at 11 a.m. Organisation Com. [at 3 p.m.
3	S	
4	M	
5	Tu	
6	W	Parliamentary and Law Committee at 7.30 p.m.
7	Th	
8	Fr	
9	Sa	
10	S	
11	M	
12	Tu	
13	W	Finance and General Purposes Committee at 7.30 p.m.
14	Th	
15	Fr	Executive at 7 p.m.
16	Sa	Finance of Provident Soc. at 10 a.m. Gen. Board at 11 a.m. Organisation
17	S	[Com. at 10 a.m. Special Com. on Code at 2 p.m. Fin. of Benev. at 11 a.m.
18	M	Central Committee of Benevolent Fund at 7.15 p.m.
19	Tu	
20	W	Parliamentary and Law Committee at 7.30 p.m.
21	Th	
22	Fr	
23	Sa	
24	S	[nation, London Univ.
25	M	Finance and General Purposes Committee at 7.30 p.m. Second B.A. Exami-
26	Tu	
27	W	
28	Th	
29	Fr	
30	Sa	
31	S	

NOVEMBER.

1	M	
2	Tu	
3	W	Parliamentary and Law Committee at 7.30 p.m.
4	Th	[Scholarship List published (about).
5	Fr	Council of Orphanage and Orphan Fund at 8 p.m. Fin. of Orph. at 7 p.m.
6	Sa	Executive at 1, Adam-street, Adelphi, W.C., at 11 a.m. Organisation Com.
7	S	[at 3 p.m.
8	M	
9	Tu	
10	W	Finance and General Purposes Committee at 7.30 p.m.
11	Th	
12	Fr	Finance of Prov. Soc. at 7 p.m. Gen. Board at 8 p.m.
13	Sa	Finance of Benevolent at 11 a.m.
14	S	
15	M	Lond. Sch. Bd. Exam. of Acting Teachers begins (about). Central Com. of
16	Tu	[Benevolent Fund at 7.15 p.m.
17	W	Parliamentary and Law Committee at 7.30 p.m.
18	Th	
19	Fr	Executive at 7 p.m.
20	Sa	Organisation Committee at 10 a.m. Special Committee on Code at 2 p.m.
21	S	
22	M	Finance and General Purposes Committee at 7.30 p.m.
23	Tu	Scriptural Examination Lond. Univ.
24	W	
25	Th	
26	Fr	
27	Sa	Finsbury and City and Norfolk and Norwich Association Ann. Meetings
28	S	
29	M	London School Board elected November 27, 1879
30	Tu	

DECEMBER.

1	W	Parliamentary and Law Committee at 7.30 p.m.
2	Th	[Bradford Teachers' Assoc. Annual Soirée.
3	Fr	Council of Orphanage and Orphan Fund at 8 p.m. Fin. of Orph. at 7 p.m.
4	Sa	Executive at 1, Adam-st., Adelphi, W.C., at 11 a.m. Organisation Com. at 3 p.m.
5	S	
6	M	Tr. Coll. Music Exam. (about)
7	Tu	
8	W	Finance and General Purposes Committee at 7.30 p.m.
9	Th	
10	Fr	Finance of Prov. Soc. at 7 p.m. General Board at 8 p.m.
11	Sa	
12	S	
13	M	
14	Tu	
15	W	Parliamentary and Law Committee at 7.30 p.m.
16	Th	
17	Fr	Executive at 7 p.m. [Finance of Benevolent at 11 a.m.
18	Sa	Organisation Committee at 10 a.m. Special Committee on Code at 2 p.m.
19	S	
20	M	Central Committee Benevolent Fund at 7.15 p.m. Finance and General
21	Tu	[Purposes Committee at 7.30 p.m.
22	W	
23	Th	
24	Fr	
25	Sa	
26	S	
27	M	
28	Tu	Apply for Exam. of Evening Sch., 31st last day
29	W	Royal Society founded 1660
30	Th	[1880 to be sent in to Gen. Sec. (Rule 15)
31	Fr	Financial year N. U. E. T. closes. Lists and Balance of Subscriptions for

JANUARY, 1881.

1	Sa	Annual Subs. of all Associations for 1881 now due. Should be paid as soon [after this date as possible.
2	S	
3	M	
4	Tu	
5	W	Parliamentary and Law Committee at 7.30 p.m.
6	Th	
7	Fr	Council of Orphanage and Orphan Fund at 8 p.m. Fin. of Orph. at 7 p.m.
8	Sa	Executive at 1, Adam-street, Adelphi, W.C., at 11 a.m. Organisation Com. [at 3 p.m.
9	S	
10	M	
11	Tu	
12	W	Finance and General Purposes Committee at 7.30 p.m.
13	Th	
14	Fr	[Finance of Benevolent at 11 a.m.
15	Sa	Finance of Prov. Soc. at 10 a.m. Gen. Bd. of Man. of Provident Soc. at 11 a.m.
16	S	
17	M	Central Committee Benevolent Fund at 7.15 p.m.
18	Tu	
19	W	Parliamentary and Law Committee at 7.30 p.m.
20	Th	
21	Fr	Executive at 7 p.m.
22	Sa	Organisation Committee at 10 a.m. Special Committee on Code at 2 p.m.
23	S	
24	M	Finance and General Purposes Committee at 7.30 p.m.
25	Tu	
26	W	
27	Th	
28	Fr	
29	Sa	
30	S	
31	M	

FEBRUARY.

1	Tu	
2	W	Parliamentary and Law Committee at 7.30 p.m.
3	Th	
4	Fr	Council of Orphanage and Orphan Fund at 8 p.m. Finance of Orph. at 7 p.m.
5	Sa	Executive at 1, Adam-street, Adelphi, W.C., at 11 a.m. Organisation Com. [at 3 p.m.
6	S	
7	M	
8	Tu	
9	W	Finance and General Purposes Committee at 7.30 p.m.
10	Th	
11	Fr	Finance of Prov. Soc. at 7 p.m. General Board at 8 p.m.
12	Sa	
13	S	
14	M	
15	Tu	
16	W	Parliamentary and Law Committee at 7.30 p.m.
17	Th	Last Day for Receiving Notices of Motion, including Alteration in Rules, for
18	Fr	Executive at 7 p.m. [Conference Agenda (Rule 28)
19	Sa	Organisation Committee at 10 a.m. Special Committee on Code at 2 p.m. [Finance of Benevolent at 11 a.m.
20	S	
21	M	Central Committee of Benevolent Fund at 7.15 p.m.
22	Tu	
23	W	
24	Th	
25	Fr	
26	Sa	
27	S	
28	M	Finance and General Purposes Committee at 7.30 p.m.

MARCH.

1	Tu	Copies of General Balance Sheet to be forwarded to Local Secs. by this date.
2	W	Parliamentary and Law Committee at 7.30 p.m.
3	Th	
4	Fr	Council of Orph. at 8 p m. Finance of Orph. at 7 p.m. [at 3 p.m.
5	Sa	Executive at 1, Adam-street, Adelphi, W.C., at 11 a.m. Organisation Com.
6	S	
7	M	
8	Tu	
9	W	Finance and General Purposes Committee at 7.30 p.m.
10	Th	
11	Fr	Finance of Prov. Soc. at 7 p.m. Gen. Board at 8 p.m.
12	Sa	
13	S	
14	M	
15	Tu	
16	W	Parliamentary and Law Committee at 7.30 p.m.
17	Th	
18	Fr	Executive at 7 p.m.
19	Sa	Names and Addresses of Representatives for Conf. must be sent to Gen. Sec. by
20	S	[this date. Organisation Com. at 10 a.m. Special Com. on Code at 2 p.m.
21	M	
22	Tu	
23	W	
24	Th	
25	Fr	[Executive must be sent in by this date.
26	Sa	Nominations to the Offices of Vice-President, Treasurer, and Member of
27	S	
28	M	Finance and General Purposes Committee at 7.30 p.m.
29	Tu	
30	W	
31	Th	

APRIL.

1	Fr	Council of Orphanage at 8 p.m. Finance of Orph. at 7 p.m.
2	Sa	Executive at 1, Adam-st., Adelphi, W.C., at 11 a.m. Organisation Committee
3	S	[at 3 p.m.
4	M	
5	Tu	
6	W	Parliamentary and Law Committee at 7.30 p.m.
7	Th	
8	Fr	
9	Sa	Latest date for issue of Report, Balance Sheet, Nomination List, List of
10	S	[Members, and Conference Agenda to Elected Representatives.
11	M	
12	Tu	
13	W	Finance and General Purposes Committee at 7.30 p.m.
14	Th	
15	Fr	Executive at 7 p.m.
16	Sa	Organisation Committee at 10 a.m. Finance of Prov. Soc. at 10 a.m. Gen.
17	S	EASTER DAY. [Bd. of Man. of Prov. Soc. at 11 a.m.
18	M	Twelfth Annual Conference in London.
19	Tu	
20	W	
21	Th	
22	Fr	Excursions in connection with Conference.
23	Sa	
24	S	
25	M	
26	Tu	
27	W	
28	Th	
29	Fr	
30	Sa	*First meeting of* newly-elected Executive at 11 a.m.

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White, Mr J., N. S., Overseale, Ashby-de-la-Zouch [15

Ashford Teachers' Association.

Pres, Mr Jarvis, B. S., Ashford

Sec., Mr J. F. Garrod, S. E. R. S., Ashford

Brockett, Mr, N. S., Bethersden, Ashford
Hall, Mr, N. S., Smeeth, Ashford
Heckels, Miss, S. E. R. Girls' S., Ashford
Heckels, Miss E. J., S. E. R. Inf. S., Ashford
Long, Mr, N. S., Egerton, Ashford
Long, Miss, N. S., Egarton, Ashford
Ralph, Miss, Bd. S., Headcorn, Ashford
Turner, Miss, B. S., Ashford
Worrell, Miss, N. S., Brabourne, Ashford [11

Ashton-under-Lyne and District Teachers' Association.

Pres., Mr R. Whitehead, Old Chapel S., Dukinfield

Vice-Pres., Mr D. Firth, Wellington-street, B. S., Dukinfield

Treas. and Sec., Mr R. B. Johnstone, Albion S., Ashton-under-Lyne

Barlow, Mr E., Par. Ch. S., Ashton-under-Lyne
Bishop, Miss, St. John's N. S., Hurst
Cairns, Mr R., B S., Hurst
Cobb, Mr, St. James' N. S., Ashton-under-Lyne
Clayton, Mr H., Moravian S., Dukinfield
Clough, Mr J. W., Holy Trinity N. S., Ashton-under-Lyne
Cross, Miss S., Albion S., Ashton-under-Lyne
Fullerton, Miss, Rycroft B. S., Ashton-under-Lyne
Farrand, Mr G. F., Albion S., Ashton-under-Lyne
Hadfield, Mr J., Charlestown Mission S., Ashton-under-Lyne
Park, Mr A, F.R.G.S., Albion S., Ashton-under-Lyne
Park, Mrs, Albion S., Ashton-under-Lyne
Park, Mr J., Albion S, Ashton-under-Lyne
Shaw, Mr E, Ryecroft B. S., Ashton-under-Lyne
Simister, Miss, Ryecroft B. S., Ashton-under-Lyne
Story, Mr, St. John's N. S., Hurst
Stringer, Mr., Trafalgar-square B. S., Ashton-under-Lyne
Sudell, Miss, Par. Ch. S., Ashton-under-Lyne
Wood, Miss, Old Chapel S., Dukinfield

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Atherstone District Teachers' Association.

Pres., Mr J. Palmer, N. S., Hartshill, Atherstone

Vice-Pres., Mr S. Neale, N. S., Bentley, Atherstone

Treas. and Sec., Mr B. Greaves, Boys' S., Atherstone

Burrows, Mr J., N. S. Sheepy, Atherstone
Chattell, Miss M.A., Infant S., Atherstone
Jackson, Mrs, N. S., Witherley
Hinchcliffe, Miss M., Girls' N. S.
Smith, Miss L., N. S., Mancetter

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Avon Valley Teachers' Association.

Pres., Mr A. O. Clarke, N. S., Ringwood

Treas. and Sec., Mr G. A. Preston, B. S., Ringwood

Ambrose, Mr, Three Cross N. S., Ringwood
Beaumont, Mr G., Trinity N. S., Lansdown-road, Bournemouth
Brown, Miss, Rockford N. S., Ringwood
Clarke, Miss L., Ringwood N. S.
Clarke, Miss A., Christchurch N. S.
Daintree, Mr, Burley Par. S., Ringwood
Deane, Miss, B. S., Lansdown-road, Bournemouth
Faux, Mr, B. S., Lansdown-road, Bournemouth
Head, Mrs, Gorley N. S., Ringwood
Hindmarsh, Mr, Talbot Village End. S., Bournemouth
Jennings, Mr, Sopley N. S., Ringwood
Loxton, Miss, Sopley N. S., Ringwood
Mapp, Mr, Pars., Hinton Admiral, Christchur
Milledge, Mr. A. H., N. S., Christchurch
Nurse, Mr, Fordingbridge B. S., Salisbury
Sinden, Mr H., Breamore Par. S., Salisbury
Smith, Mr, B. S., Lansdown-road, Bourn mouth
Thickpenny, Mr T. E., Ethelville, Lansdow road, Bournemouth
Toogood, Miss E. A., N. S. Christchurch
Woodhouse, Mr, B. S., Lansdown-roa Bournemouth
Wyatt, Mr C., St. Clements N. S., Bourn mouth

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[One other member has been paid for whose name has not been forwarded.]

Aylesbury and District Teachers' Association.

Pres., Mr George Tottle, Bd. S., High Wycombe

Vice-Pres., Mr S. Jordan, B. S., Princes Risboro'

Treas. and Sec., Mr. H. Bridle, B. S., Aylesbury

Beattie, Miss, B. S., Aylesbury
Billson, Miss, N. S., Speen, Princes Risboro'.
Boulton, Mr, B. S., Banbury, Oxon
Bragginton, Miss, N. S., Lacey Green, Princes Risboro'
Greenwood, Mr, End. S., Wooburn, near Beaconsfield
Hobson, Mr, N. S., Tring, Herts
Johnstone, Miss, B. S., Aylesbury
Kent, Miss, N. S., Loosely-row, Princes Risboro'
Lawson, Miss, N. S., Aston Clinton, Bucks
Martyr, Miss, N. S., Tring, Herts
Montague, Miss, Lady Roseberry's S., Wi grave
Pughe, Mr, N. S., Aston Clinton, Bucks
Read, Miss, Bd. S., High Wycombe
Rogerson, Mr, B. S., Waddesdon
Siggens, Mr, N. S., Long Marston
Titchener, Mr, W. S., Whitchurch
Ward, Mr, Bd. S., Haddenham

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Banbury Teachers' Association.

Pres., Mr E. Bray, Cherwell S., Banbury

Vice-Pres., Mr Etchels, N. S., Hook, Norton

Treas., Mr A. Boulton, B. S., Banbury

Sec., Mr W. H. Walkley, N. S., Banbury

Beale, Mr. J. H., Ark House S., Banbury
Bonner, Mr, Mollington N. S., Banbury
Boothe, Miss, Hanwell Bd. S., Banbury
Bown, Mr A., Banbury N. S.
Burman, Miss, Sulgrave N. S., Banbury
Chambers, Miss, Avon Dassett N. S., Leamington
Cobbins, Mr, Croughton N. S., Brackley
Collins, Mr, Chacombe N. S., Banbury
Dale, Miss, Banbury B. S.
Ford, Mr, Swerford N. S., Banbury
Fowler, Mrs, Cherwell B. S., Banbury
Franklin, Miss, Helmdon Bd. S., Brackley
Fricker, Miss, Adderbury End. S., Banbury
Hemming, Mr, Banbury B. S.
Huscroft, Mr, Sulgrave, Banbury
Honniball, Miss, Middleton-Cheney Bd. S., Banbury
Ingram, Mr, Great Tew End. S., Enstone
Manning, Mr, Cropredy N. S., Leamington
Mason, Mr, Farnborough End. S., Banbury
Murphy, Mr, Wamington Bd. S., Banbury
Naseby, Mrs, Banbury B. S.
Orton, Mr, Fritwell N. S., Bicester
Overton, Mr, South Banbury N. S.
Phillips, Mr, Helmdon Bd. S., Brackley
Pollard, Mr, Syresham N. S., Brackley
Pollinger, Mr, Claydon Bd. S., Banbury
Poole, Mr, Aynho End. S., Banbury
Scott, Mr, Wappenham N., Towcester
Terrey, Miss, Adderbury End. S., Banbury
Togwell, Mr, Middleton Stony N. S., Bicester
Trollope, Mr, Little Tew N. S., Enstone
Walkley, Mrs, Banbury N. S.
Walton, Mr, Wardington N. S., Banbury
Wright, Mr, Bloxham N. S., Banbury [38

Barnard Castle and District Teachers' Association.

Pres., Mr Trenham, N. S., Newbiggin

Treas. and Sec., Mr Bramwell, N. S., Barnard Castle

Barrick, Mr, Lead Co.'s S., Middleton
Berry, Mr, N. S., Langleydale
Cordiner, Mr, N. S., Egglestone
Emmerson, Mr, Wesleyan S., Barnard Castle
Fielding, Mr, N. S.
Jaques, Mr, N. S., Rokeby
Johnson, Mr, Board S., Startforth
Judson, Mr, N. S., Stainton
Morton, Mr, Woodlands Colliery S.
Oddie, Mr W., Lead Co.'s S., Middleton
Peadon, Mr, N. S., Harwood
Stevenson, Mrs, Infants' S., Barnard Castle
Thompson, Miss, N. S., Barnard Castle
Thornbury, Mr, N. S., Barningham [16

Barnsley and District Teachers' Association.

Pres., Mr Ford, N. S., Silkstone, Barnsley

Vice-Pres., Mr Frankland, St. Mary's N. S., Barnsley

Treas. and Sec., William Hesketh, N. S., Hoyle Mill, Barnsley

Chadwick, Mr, Bd. S., Carlton, Barnsley
Challenger, Miss, St. Peter's Par. S., Barnsley
Davies, Mr, Bd. S., Hoyland Nether, Barnsley
Divine, Mr, Holyrood R. C. S., Barnsley
Firth, Mr, Bd. S., Wombwell, Barnsley
Ford, Mr, N. S., Silkstone, Barnsley
Frankland, Mr, St. Mary's Par. S., Barnsley
Graham, Miss, St. Mary's Par. S., Barnsley
Haigh, Mr, Norsbro' Par. S., Barnsley
Hanlon, Mr, Holyrood R. C. S., Barnsley
Hemingway, Miss, St. Mary's Par. S., Barnsley
Hoyland, Mr, Felkirk Par. S., Brierley Barnsley
Hoyle, Mr, N. S., Darfield, Barnsley
Kingston, Mr, N. S., Wombwell, Barnsley
Lees, Mr, Cudworth End. S., Barnsley
McWhan, Mr, N. S., Cawthorne, Barnsley
Parkes, Mr, Bd. S., Hoyland Common, Barnsley
Shergold, Mr, Ardsley Par. S., Barnsley
Thomas, Mr, Norsbro' Dale N. S., Barnsley
Ward, Mr, N. S., Darton, Barnsley
Washington, Mr, Broomhill Bd. S., Wombwell, Barnsley
Webster, Mr, Park-road Bd. S., Barnsley
Whiteley, Mr, Park-road Bd. S., Barnsley [20

Basingstoke Teachers' Association.

Sec., Mr H. Weeks, Blue Coat S., Basingstoke

Atkinson, Mr, Bd. S., Tadley, Basingstoke
Ballard, Mr, Bd. S., Cliddesden, Basingstoke
Coleman, Miss, N. Inf. S., Basingstoke
Cope, Mr, Blue Coat S., Basingstoke
Drinkwater, Miss, N. S., Worting, Basingstoke
Foster, Mr, Bd. S., Hook, Winchfield
Figgens, Mr, N. S., Monk Sherborne, Basingstoke
Goodall, Miss, N. S., Wooton Saint Lawrence, Basingstoke
Gage, Mr, B. S., Basingstoke
Goodyear, Mr, N. S., Hartley, Wintney, Winchfield
Hole, Mr, Bd. S., Ramsdale, Basingstoke
Hicks, Mr, N. S., Church Oakley, Basingstoke
Ingram, Mr, N. S., Basing, Basingstoke
Kirk, Miss, G. N. S., Basingstoke
Leal, Mr, N. S., Bramley, Basingstoke
Plummer, Mr, N. S., Silchester, Basingstoke
Russell, Miss, B. S., Basingstoke
Rowe, Mr, N. S., Hawley, Basingstoke
Stubbington, Mr, N. S., Sherfield-on-Loddon, Basingstoke [20

Bath and District Teachers' Association.

Pres., Mr Beakes, Walcot N. S., Bath

Vice-Pres., Mr Gleed, the Union S., Bath

Treas. and Sec., Mr Couch, Widcombe P. S., Bath

Bailey, Miss, Kensington Chapel S., Bath
Bennett, Miss, Widcombe P. S., Bath
Blyde, Mr, East Twerton Bd. S., Bath
Bond, Mr, Vernon House S., Gosport
Bowman, Miss, St. Paul's N. S., Bath
Brewer, Mr, Cleveland Bd. S., Bath
Clark, Mr D., St. Mark's N. S., Bath
Clarke, Mr J. D. (late of), Weymouth House N. S., Bath
Coombes, Miss, Dolemeads S., Bath
Davis, Mr, Twerton P. S., Bath
Davis, Mrs, the Union S., Bath
Elworthy, Miss, Widcombe P. S., Bath
Foote, Mrs, Walcot N. S., Bath
Flynn, Mr, St. John's R. C. S., Bath
Gayner, Miss, St. Mark's S., Bath
Gayner, Miss C., Lyncombe Bd. S., Bath
Glover, Mr, Newton-street, Loe. S., Bath
Hall, Miss, Kingsmead Bd. S., Bath
Harper, Mr, Bathforum B. S., Bath
Hinton, Miss, Weymouth House N. S., Bath
Holt, Mrs, St. Luke's N. S., Bath
Hughes, Mr, Wellow S., Bath
Karslake, Mr, St. Michael's N. S., Bath
Kidd, Miss, Castle Cary S., Somerset
Kiddell, Miss, (late of) Harley-street B. S., Bath
Knight, Mr, Portway House S., Bath
Packer, Miss, St. John's N. S., Weston, Bath
Prosser, Mr, Bathforum B. S., Bath
Sargent, Miss, Shoscombe S., Bath
Sealey, Miss, Kingsmead Bd. S., Bath
Sealey, Miss S., Argyle S., Bath
Simpson, Miss, Victoria Inf. S., Bath
Slatter, Miss, Beacon Hill S., Bath
Stone, Miss, St. John's R. C. S., Bath
Storey, Miss, Trinity N. S., Bath
Wadsworth, Mr, 13, Norfolk Buildings, Bath
White, Miss, Weymouth House N. S., Bath
Wright, Miss, St John's R. C. S., Bath
Young, Mr, Industrial S., Bath [42

Bedford and District Teachers' Association.

Pres., Mr. Hare, End. S., Ravenstone, Newport Pagnell

Vice-Pres., Mr. Glover, Ch. S., Pavenham

Treas. and Sec., Mr. Bates, Harpur Trust S., Bedford

Alder, Miss, Harpur Trust S., Bedford
Andrews, Mr, Roxton, St. Neots
Arnold, Mr, Yardly Hastings, Northampton
Coleman, Mr, Bd. S., Kempston, Bedford
Corney, Mr, Harpur Trust (A.R.) S., Bedford
Fisher, Mr J. H. E., Harpur Trust S., Bedford
Faux, Miss, Harpur Trust (A.R.) Inft. S., Bedford
Follett, Mr, Bd. S., Goldington, Bedford
Freestone, Mr., Lavendon, Newport Pagnell
Goldsworth, Miss, N. S., Pertenhall, Kimbolton
Hudson, Mr J. C., Harpur Trust S., Bedford

Hudson, Mr W. C., Harpur Trust S., Bedford
Higgs, Miss, Harpur Trust S., Bedford
Halkyard, Miss, R. C. S., Bedford
Lardeaux, Mr, Bd. S., Elstow, Bedford
Maguire, Mr, N. S., Felmersham, Bedford
Mitchell, Miss, Harpur Trust S., Bedford
Mumford, Mr, Aspley Guise, Woburn
Pierson, Mr, Riseley, Bedford
Robinson, Miss, Harpur Trust (A R.) S., Bedford
Slaymaker, Mr, Roxton, St. Neots
Sneath, Mr, Bd. S., Stevington, Bedford
Spencer, Miss, Bd. S., Cople, Bedford
Stone, Miss, N. S., Clapham, Bedford
Warner, Mr, N. S., Bromham, Bedford
Wilks, Mr, Stagsden, Bedford [29

Beds and Bucks Teachers' Association.

Pres., Mr J. Assbee, Bd. S., Woburn

Treas. and Sec., Mr H. Willis, End. S., Leighton Buzzard

Allison, Mr, N. S., Eddlesborough, Dunstable
Allen, Mr, N. S., Dagnall, Hemel Hempstead
Boys, Miss, B. S., Leighton Buzzard
Botsford, Miss, Bd. S., Linslade, Leighton Buzzard
Brasington, Mrs, B. S., Mentmore, Leighton Buzzard
Cotching, Miss, End. S., Leighton Buzzard
Cross, Mr, Par. S., Wing, Leighton Buzzard
Cooper, Mr, N. S., Stewkley, Aylesbury
Cousins, Mr, N. S., Leighton Buzzard
Carter, Mr, Bd. S., Linslade, Leighton Buzzard
Chaundy, Mr, N. S., Hockliffe, Leighton Buzzard
Chapman, Mr, N. S., Eversholt, Woburn
Ellis, Mr, End. S., Soulbury, Leighton Buzzard
Harrison, Miss, Par. S., Wing, Leighton Buzzard
Hart, Miss, Bd. S., Linslade, Leighton Buzzard
Lewis, Mr, B. S., Leighton Buzzard
Mortimore, Mr, N. S., Totternhoe, Dunstable
Neale, Miss, Par. S., Wing, Leighton Buzzard
Poynter, Mr, Private S., Linslade, Leighton Buzzard
Read, Miss, B. S., Leighton Buzzard
Rumble, Miss, N. S., Leighton Buzzard
Thorne, Miss, Bd. S., Woburn
Tomkins, Miss, N. S., Tebworth, Leighton Buzzard
Whittaker, Mrs, B. S., Mentmore, Leighton Buzzard
Williamson, Mr, N. S., Cheddington, Tring
Wilmer, Mr, N. S., Ivinghoe, Tring
Warren, Mr, N. S., Milton Bryant, Woburn
Wyatt, Mr, N. S., Wingrave, Aylesbury. [30

Belper Union District Teachers' Association.

Pres., Mr Brown, N. S., Ripley

Vice.-Pres., Mr Foster, N. S., Horsley, near Derby

Treas., Mr Adderley, N. S., Belper

Sec., Mr Bland, End. S., Duffield, Derby

Aldred, Mrs, B. S., Milford, near Derby
Dexter, Miss, Bd. S., Cow-hill, Belper
Goodwin, Mr, End. S., Heage
Harrison, Miss, N. S., Kilburne, near Derby
Kingham, Mr, N. S., Crich, near Derby
Northam, Mr, N. S., Denby, near Derby
Preston, Mrs, N. S., Wirksworth
Stanwell, Miss, N. S., Smalley, near Derby
Storer, Mrs, N. S., Alderwasley, near Derby
Swatnam, Miss, N. S., Holbrook, near Derby
Taylor, Miss, Bd. S., High-street, Belper
Terry, Mrs, N. S., Duffield, near Derby
Walker, Mr, N. S., South Winfield, near Derby
Walters, Mrs, N. S., Horsley Woodhouse, near Derby
Watson, Mr, B. S., Milford, near Derby
Williams, Miss, N. S., Fritchley, near Derby
Vale, Mr, B. S., Milford, near Derby
Vale, Mrs, B. S., Milford, near Derby [22

Berks (West) Teachers' Association.

Pres., Mr Asher Ball, Ashbury N. S.

Vice-Pres., Mr W. Williams, Bampton N. S., Oxon

Treas., Mr Jno. A. Fewings, Faringdon B. S.

Sec., Mr. James Shirley, N. S., Faringdon

Axtence, Miss, Shellingford N. S., Faringdon
Bunsaull, Mr, Buckland N. S., Faringdon
Cobden, Mrs, Littleworth N. S., Faringdon
Cooper, Mr Henry, Shrivenham N. S., Berks
Crisp, Miss Emily, Charney N. S., Wantage
Fricker, Miss, Longcot N. S., Faringdon
Gane, Mr Danl., Uffington N. S., Faringdon
Gane, Mrs D., Uffington N. S., Faringdon
Holbrow, Miss, Faringdon Inf. N. S.
Hopkins, Mr, Buscot N. S., Lechlade
Howell, Miss, Hatford N. S., Faringdon
Lavan, Miss, Leckhampstead S., Newbury
Lloyd, Mr H., Longcot N. S., Faringdon
Martyr, Mr, Longworth B. S., Faringdon
Phillips, Mr, Bourton End. S., Shrivenham
Raw, Mr Jno., Filkins N. S., Lechlade
Rowley, Mr, Clanfield N. S., Oxon
Rush, Mr W., Stanford N. S., Faringdon
Shirley, Mrs Jas., Faringdon Girls' N. S.
Stratton, Miss M., Kingston Lisle N. S., Berks
Taylor, Mr, Eastleach N. S., Lechlade
Wright, Miss, Buckland R. C. S., Faringdon

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Bicester, Claydon, and Buckingham Teachers' Association.

Sec., Mr Wm. H. Piggott, N. S., Bicester

Ager, Mr, N. S., Middle Claydon, Winslow
Barnes, Mr, N. S., Stowe, Buckingham
Bowden, Mr, N. S., Marsh Gibbon, Bicester
Bradbury, Mr, Bd. S., Tingewick, Buckingham
Brookes, Miss, N. S., Steeple Claydon, Winslow
Cane, Miss, N. S., Buckingham
Essex, Mr, Bd. S., Ambrosden, Bicester
Franklin, Mr, L. N. W. Railway S., Wolverton, Bucks
Frater, Mr, N. S., Grendon, Aylesbury
Hodgkin, Mr, N. S., Launton, Bicester
Illidge, Mr, N. S., Addington, Winslow
Johnson, Miss, N. S., Bicester
Jones, Mr, N. S., Buckingham
Lilley, Miss, N. S., Bicester
Looker, Mr, N. S., Twyford, Buckingham
Starkings, Mr, N. S., Winslow
Strettel, Miss, N. S., Steeple Claydon, Winslow
Taylor, Miss, N. S., Remenham, Henley-on-Thames
White, Mr, N. S., Swanbourne, Winslow
Wurr, Miss, N. S., Buckingham

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Biggleswade and District Teachers' Association.

Pres., Mr. Powell, Northill N. S.

Vice-Pres., Mr Gration, Clifton N. S.

Treas., Mr A. March, Biggleswade N. S.

Sec., Mr J. Fowler, Gamlingay Bd. S.

Bateson, Miss E., Bd. S., Gamlingay, Cambs
Boden, Miss, Bd. S., Biggleswade, Beds
Brewin, Miss, Bd. S., Potton, Beds
Cater, Mr, N. S., Henlow, Beds
Cattell, Miss, N. S., Dunton, Beds
Creffield, Miss, N. S., New Caldecote, Beds
Evans, Miss, N. S., Biggleswade, Beds
Foster, Miss, N. S., Biggleswade, Beds
Fowler, Mrs E., Bd. S., Gamlingay, Cambs
Green, Mr W., N. S., Sandy, Beds
Mackness, Mr, N. S., Wrestlingworth, Beds
Mould, Mrs, N. S., Biggleswade, Beds
Norris, Mr, Bd. S., Shefford, Beds
Slaymaker, Mr, N. S., Roxton, Beds
Smith, Mr H., Bd. S., Potton, Beds
Smith, Mr N., Bd. S., Biggleswade, Beds
Smith, Mrs S., Bd. S., Potton, Beds
Snelling, Miss, N. S., Sandy, Beds
Twisden, Miss, N. S., Warden, Beds
West, Miss, Bd. S., Biggleswade, Beds

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Birkenhead and District Teachers' Association.

Pres., Mr Wm. Sleigh, St. Mary's Ch. S., Liscard

Vice-Pres., Mr Wm. P. Clarke, St. Peter's N. S., Birkenhead

Treas., Mr. A. Allan, Pres. S., Tranmere

Sec., Mr Tattersall, Hermitage B. S., Birkenhead

Butterworth, Mr W., W. S., Birkenhead
Butterworth, Mrs, W. S., Birkenhead
Buyers, Mr, St. Andrew's Pres. S., Birkenhead
Blakemore, Mr A., N. S., Lower Bebington, Birkenhead
Carroll, Miss, St. Werburgha's R. C. S., Birkenhead
Cummins, Mr, St. Werburgha's R. C. S., Birkenhead
Else, Mr, B. S., Liscard
Fullarton, Mr, Mission S., Seacombe
Galloway, Mr G., Ashford House S., Birkenhead
Gerrish, Mr, Holy Trinity N. S., Birkenhead
Grant, Miss, St. Andrew's Pres. S., Tranmere
Helsby, Mrs, N. S., Lower Bebington, Birkenhead
Hill, Mr, N. S., Wallasey
Haskell, Miss, St. Paul's N. S., Birkenhead
Howe, Mr, St. Paul's N. S., Seacombe
Hobson, Mr, St. Paul's N. S., Tranmere
Jones, Mr Ll., St. James's N. S., New Brighton
Jones, Mrs, St. Paul's N. S., Seacombe
Moss, Mr, N. S., West Kirby, Birkenhead
McConnochie, Miss, St. Peter's N. S., Birkenhead
McRostie, Miss, St. Andrew's Pres. S., Birkenhead
Nettleton, Miss, St. John's N. S., Liscard
Shoosmith, Mr, St. Anne's N. S., Birkenhead
Starford, Mr, St. Mary's N. S., Birkenhead
Wright, Mr, W. S., Seacombe
Wright, Miss, St. Werburgha's N. S., Birkenhead
Walker, Miss, St. James's N. S., New Brighton

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Birmingham and District Teachers' Association.

Pres., Mr J. Tubb, Middle Class S., Islington, Birmingham

Vice-Pres., Mr. J. Hooper, St. Paul's N. S., Birmingham

Treas., Mr T. Birkmire, Farm-street Bd. S., Birmingham

Sec., Mr. G. Le Worthy, Islington W. S., Birmingham

Ashfield, Miss, St. Thomas's N. S., Birmingham
Atkin, Mr, Farm-street Bd. S., Birmingham
Bence, Mr, Hope-street Bd. S., Birmingham
Berlyn, Mr, Hebrew S., Birmingham
Buckley, Mr, Aston S. Bd. (Inspector)
Brookman, Miss, Rea-street Bd. S.
Black, Miss, St. Matthew's N. S., Birmingham
Bladon, Miss, St. Mary's N. S., Moseley, Birmingham
Bladon, Mr, Yate-street Bd. S., Aston, Birmingham
Bowater, Mr, St. George's N. S., Edgbaston, Birmingham
Beale, Miss, Farm-street Bd. S., Birmingham
Burgess, Miss, St. Barnabas N. S., Birmingham
Cash, Miss, Farm-street Bd. S., Birmingham
Cornish, Miss, Fox-street Bd. S., Birmingham
Cornwell, Miss, Jenkyn-street Bd. S., Birmingham
Chapman, Mr, West Smethwick B. S., Birmingham
Chinn, Miss, Corbett-street Bd. S., Smethwick, Birmingham
Cooke, Miss, St. George's N. S., Edgbaston, Birmingham
Chaffer, Miss, Park-street Bd. S., Birmingham
Clapham, Miss, Par. S., Edgbaston, Birmingham
Collins, Mr, St. Mary's N. S., Aston, Birmingham
Davis, Mr, Vicarage-road Bd. S., Aston, Birmingham
Done, Mr, Erdington N. S., near Birmingham
Drew, Mr, St. Matthias N. S., Birmingham
Dunscombe, Mr, Par. S., Edgbaston, Birmingham
Dyke, Miss, St. Mark's N. S., Birmingham
Dyson, Miss, Oldbury W. S., near Birmingham
Edwards, Miss, Bristol-street Bd. S., Birmingham
Ensor, Miss, Brookfields Bd. S., Birmingham

Flowers, Mr, Unett-street Bd. S., Birmingham
Fletcher, Miss, St. George's N. S., Birmingham
Farnell, Miss, Christ Church N. S., Fleet-street, Birmingham
Foxon, Mr, Islington W. S., Birmingham
Hammond, Miss, St. Luke's N. S., Birmingham
Hanwell, Miss, Hull Bd. S., Birmingham
Holmes, Miss, Park-street Bd. S., Birmingham
Holmes, Mr, Corbett-street Bd. S., Smethwick, Birmingham
Hall, Mr. Alma-street Bd. S., Aston
Hulbert, Miss, St. Asaph's N. S., Birmingham
Harvey, Mr, Stourbridge B. S.
Harvey, Mr T. S., Portland-street W. S., Leamington
Horton, Mr, Brookfields Bd. S., Birmingham
Hill, Mr, St. Stephen's N. S., Birmingham
Hughes, Miss, Dartmouth-street Bd. S., Birmingham
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Williamson, Mr, N.S., Emmanuel, St. Philip's, Bristol [85

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Wild, Mrs, Hornby-street S., Heywood
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Wye, Mrs, N. S., Bridge, Canterbury
Wye, Miss, N. S., Bridge, Canterbury
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Eve, Miss, Bd. S., Aberystwyth, *vid* Salop
Nicklin, Miss, Bd. S., Aberystwyth, *vid* Salop
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Thomas, Mr E., Bd. S., Brynherbert, *vid* Aberystwyth and Salop
Williams, Mr, Bd. S., Llanwchaiarn, *vid* Aberystwyth and Salop [8

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[Nine other members have been paid for whose names have not been forwarded.] [47

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Wade, Mr J., Prov. S., Steeton, Leeds
Whittaker, Mr R., School-house, Cracoe, Skipton

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Crewe and District Teachers' Association.

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Croydon District Teachers' Association.

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Cumberland (West) Teachers' Association.

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Derbyshire (North) Teachers' Association.

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Wagstaff, Mrs, Battye-street Bd. S., Heckmondwike
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Wharton, Mr, N. S., Thornhill Lees
Walker, Mr R., St. Thomas' S., Batley
Whitworth, Miss, Purlwell Bd. S, Batley
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Diss and District Teachers' Association.

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Rayner, Miss, Bd. S., Burston, Diss
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Doncaster Teachers' Association.

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(Not affiliated till 1880.)

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Dorset (South and Central) Teachers' Association.

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Brown, Mr, N. S., Msiden Newton
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Rosewarne, Mr, N. S., Charminster
Salisbury, Miss, Holy Trinity Inf. S., Dorchester
Smith, Miss, St. Mary's N. S., Weymouth
Smith, Mr, St. Mary's N. S., Weymouth
Wark, Mr, N. S., Dewlish
Wood, Miss, W. Fordington Inf. S., Dorchester
Willis, Miss, St. Mary's N. S., Weymouth
Wilsher, Miss, Ch. Ch. Inf. S., Weymouth
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Lee, Miss E., N. S., Sandgate
Luck, Mr D., B. S., Folkestone
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Scott, Mr, C. E. S., Hamsteels
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Walton, Mr, Boyne Colliery [34

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Hurst, Mr, Willingdon N. S., Hawkhurst
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Marsh, Miss, Polegate N. S., Hailsham
Robinson, Mr, Wartling-hill N. S., Hawkhurst
Saunders, Mr, Ashburnham Bd. S.
Towler, Mr, Hailsham Bd. S.
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Winham, Mr, Hurstmonceux N. S., Hawkhurst
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Epping and District Teachers' Association.

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Vice-Pres., Mr Dunstan, N. S., Epping, Essex

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Keates, Miss, N. S., Coopersale, Epping, Essex
Randle, Mr, N. S., Stamford Rivers, Ongar, Essex
Randle, Mrs, N. S., Stamford Rivers, Ongar, Essex [11

Erewash Valley Teachers' Association.

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Vice-Pres., Mr Morris, B. S, Eastwood, Notts

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Beardsley, Miss, N. S, Riddings, Alfreton
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Cooke, Mr, N. S., Alfreton
Cooper, Mr, N. S., Cotmanhay, Nottingham
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Elliott, Mrs, N. S., Swanwick, Alfreton
Fletcher, Mr, N. S., Somercotes, Alfreton
Fletcher, Mrs, N. S., Somercotes, Alfreton
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Hunt, Miss, N. S, Heanor, Derby
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Lee, Miss, N. S., Swanwick, Alfreton
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Markham, Miss, N. S., Ironville, Alfreton
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Parrott, Miss, B. S, Eastwood, Notts
Pegg, Mr, N. S., Ironville, Alfreton
Pegg, Mrs, N. S., Ironville, Alfreton
Pilling, Miss, N. S, Heanor, Derby
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Pine, Mrs, N. S., Codnor, Derby
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Wedlock, Mr, N. S, Selston, Alfreton
Wilkes, Mr, N. S., Langley Mill, Nottingham [40

Essex (Central) Teachers' Association.

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Zeal, Mrs., N. S., Morchard Bishop

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[One member has paid whose name has not been forwarded.]

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Yeoman, Mrs, Canon Pyon S., near Hereford
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Williams, Miss, Bd. S., Flint-street, worth
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Young, Miss, Bd. S., Leipsic-road, Cam well
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Exley, Miss, St. Saviour's N. S., East-street, Leeds
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Faulkner, Mr, Bd. S., Chapeltown, Leeds
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Holt, Miss, Hampden Gurney N. S., Edgware-road
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Jones, Miss, St. Michael's N. S., Star-street, Edgware-road
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Kimpton, Mr, St. Mary's N. S., Bryanston-square
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Redston, Mr, Bd. S., Ramsbury, Hungerford
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Westmoreland, N. S., Newbury [31

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[This association has ceased to exist, and has paid only three quarters of the subscriptions for 1879.]

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Ward, Mrs., Church S., Retford
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Wragg, Miss, Church S., Sutton [22

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[One member paid whose name has not been forwarded.

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Lloyd, Mrs, N. S., Fisherton Anger, Salisbury
Lloyd, Miss, Inf. S., Wilton,
Lloyd, Miss, N. S., Boyton, Salisbury
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Philips, Miss, N. S., Warminster
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Williams, Miss, N. S., Whiteparish, Salisbury
Wellington, Mr, N. S., St. Edmund's, Salisbury

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Miss, Bd. S., Blackheath-road
iss D., Bd. S., Rotherhithe New-
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ngham Gate, S.W.
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Wincanton and District Teachers' Association.

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Vice-Pres., Mr Gavey, N. S., North Cadbury, Bath

Treas. and Sec., Mr Hoyle, Bd. S., Wincanton, Bath

, Miss, Union House, Wincanton,
, Mr, Union House, Wincanton, Bath
on, Miss, Bd. S., Wincanton, Bath
fiss, N. S., Bruton, Bath
fiss, N. S., Temple Coombe, Bath
Hartley, Miss, Bd. S., Charlton Musgrove, Wincanton, Bath
James, Miss, Bd. S., Wincanton, Bath
Lewis, Mr, N. S., Castle Carey, Bath
Sprod, Miss, N. S., Wanstrow, Frome
Willit, Mr, N. S., Horsington, Wincanton, Bath [13

Windermere Teachers' Association.

Pres., Mr H. Robinson, N. S., Windermere

Vice-Pres., Mr W. Fuller, N. S., Grasmere

Treas. and Sec., Mr G. H. Joyce, N. S., Troutbeck, Windermere

l, Mr T. Brathay N. S., Ambleside
Mr J., Kelsick End. S., Ambleside
n, Miss, N. S., Ambleside
, Gr. S., Hawkshead, Ambleside
Mr
', Mr
Miss, Green Stile S., Windermere
Miss, N. S., Winster, Windermere
Miss M., N. S., Ambleside
Ruthven, Miss E., N. S., Bowness, Windermere
Ruthven, Miss A., Infants' S., Hawkshead, Ambleside
Smith, Miss, Infants' S. Windermere
Waring, Mr, N. S., Cartmelfell, Grange-over-Sands
Yates, Mr W. V., Gr. S., Bowness, Windermere [16

[One member has paid whose name has not been forwarded.]

Witney and District Teachers' Association.

Sec., Mr C. Bryan, N. S., Witney

No returns.]

Wolverhampton and District Teachers' Association.

Pres., Mr William Breakwell, St. Peter's N. S., Wolverhampton
Vice-Pres., Mr J. Williams, N. S., Essington, Wolverhampton
Treas. and Sec., Mr David Jemmett, St. Mary's N. S., Wolverhampton

Beavon, Mr Wm., St. Luke's N. S., Bilston
Beer, Mr, St. Peter's N. S., Wolverhampton
Bignell, Mr, Wheaton Aston N. S., Penkridge
Bladon, Miss, N. S., Moseley Village, Wolverhampton
Blizzard, Miss, St. Peter's N. S., Wolverhampton
Board, Mr G., B.A., St. John's N. S., Wolverhampton
Braddock, Miss, Bishop's Wood N. S., Penkridge
Bradford, Mrs., Red Cross-street Bd. S., Wolverhampton
Brooks, Miss, Dudley-road Bd. S., Wolverhampton
Burton, Mr F., N. S., Bushbury, Wolverhampton
Cassell, Miss, Great Brick Kiln-street Bd. S., Wolverhampton
Chesterton, Miss, St. James' N. S., Wolverhampton
Cooke, Mr Thomas, Blue Coat S., Wolverhampton
Cooper, Miss, Willenhall-road Bd. S., Wolverhampton
Cragg, Miss, W. S., Wolverhampton
Critchlow, Mr Geo., Tettenhall Wood N. S., Wolverhampton
Davenport, Mr, St. James' N. S., Wolverhampton
Dewitt, Mrs, St. Mary's N. S., Wolverhampton
Evans, Mr, N. S., West Coseley, Wolverhampton
Griffin, Mr E., St. Paul's N. S., Wolverhampton
Griffin, Miss, St. Paul's N. S., Wolverhampton
Hallahan, Miss, N. S., Penkridge
Hawkesford, Miss, Red Cross-street Bd. S., Wolverhampton
Hodges, Mr, N. S., Coven, Wolverhampton
Holden, Miss, St. Paul's N. S., Wolverhampton
Hunter, Miss, W. S., Wolverhampton
Hurrell, Mr S., Great Brick Kiln-street Bd. S., Wolverhampton
Jenkinson, Miss, St. John's N. S., Wolverhampton
Jones, Miss, Penn Fields N. S., Wolverhampton
Kenney, Mr John, St. Jude's N. S., Wolverhampton
Lea, Mrs, Great Brick Kiln-street Bd. S., Wolverhampton
Lloyd, Miss, Red Cross-street Bd. S., Wolverhampton
Mills, Mr, N. S., Ettingshall, Wolverhampton
Minkley, Mr G. H., Red Cross-street Bd. S., Wolverhampton
Minkley, Mrs, Red Cross-street Bd. S., Wolverhampton
Newill, Mrs, St. Mark's N. S., Wolverhampton
Newill, Miss, Willenhall-road Bd. S., Wolverhampton
Newill, Miss, Tettenhall Wood N. S., Wolverhampton
Nicholls, Mr, N. S., Coseley, Wolverhampton
Palmer, Mr J. T., St. Leonard's N. S., Bilston
Perry, Mr G., N. S., Brewood, Wolverhampton
Plant, Mr, N. S., Codsall, Wolverhampton
Pool, Mr, Prim. Meth. S., Willenhall
Richards, Miss, Tettenhall N. S., Wolverhampton
Robertson, Miss, Monmore Green Bd. S., Wolverhampton
Rowbotham, Miss, St. Peter's N. S., Wolverhampton
Ryding, Miss, St. John's N. S., Wolverhampton
Shaw, Mr R., Walsall-street Bd. S., Wolverhampton
Skett, Mr A., Penn Fields N. S., Wolverhampton
Smith, Mr Geo., Willenhall-road Bd. S., Wolverhampton
Speake, Miss, N. S., Penkridge
Stockham, Mr T., St. Ann's N. S., Willenhall
Tremellen, Mr, Monmore Green Bd. S., Wolverhampton
Tutt, Miss, St. James' N. S., Wolverhampton
Williams, Mr John, Dudley-road Bd. S., Wolverhampton
Williams, Mrs John, Dudley-road Bd. S., Wolverhampton
Yates, Miss, St. Mark's N. S., Wolverhampton

[60

Worcester (City) Teachers' Association.

Sec., Mr. W. L. Hyatt, St. Peter's N. S., Worcester

[No returns.]

Worksop and District Teachers' Association.

Sec., Mr A. Cooke, St. John's Boys' S., Worksop

Butler, Miss, Abbey Infant S., Worksop
Jalland, Mr, Abbey Boys' S., Worksop
Robinson, Miss, St. John's Girls' S., Worksop
Royds, Mr, Kiveton Park S., Sheffield
Sheppard, Mr N. S., Shireoaks, Worksop [6

Wrexham and District Teachers' Association.

Pres., Mr G. J. Jones, Bd. S., Penygelli, Wrexham

Vice-Pres., Mr. J. Clarke, Bd. S., Llangollen

Treas. and Sec., Mr. C. B. Astley, Pentre S., Broughton, Wrexham

Baker, Mr W., N. S., Rhos, Ruabon, Wrexham
Fyfe, Mr A., B. S., Wrexham
Powell, Mr R. P., Bd. S., Rhos, Ruabon, Wrexham
Rees, Mr D. L., Bd. S., Llanfynydd, Wrexham [7

York and District Teachers' Association.

Pres., Mr Nathan Bellerby, Bd. S., Huntingdon, York.

Vice-Pres., Mr Alfred Hirst, N. S., St. Dennis, York

Treas., Miss E. Gray, B. S., Bishophill, York

Sec., Mr. Alfred Hirst, N. S., St. Dennis, York

Arnold, Mr J., Bd. S., Haxby, York
Batty, Mr, W. S., George-street, York
Bedford, Miss, N. S., Clifton, York
Bond, Mr, N. S., Newton-on-Ouse, York (deceased)
Brigham, Mr, N. S., St. Paul's, Holgate, York
Brown, Mr, N. S., Harton, York
Carr, Miss, N. S., St. Paul's, Holgate, York
Child, Mr, N. S., Strensall, York
Clarkson, Mr, N. S., Huby, York
Cooper, Miss, N. S., St. Margaret's, York
Copley, Mr, N. S., Acomb, York
Copley, Mrs, N. S., Acomb, York
Davick, Mr, J. E., Rixford, Newark
Dickenson, Miss, N. S., St. Thomas', York
Ecroyd, Miss, W. S., Priory-street, York
Evans, Mr N. S., Nun-Monkton, York
Eyre, Mr, N. S., Alne, Easingwold, York
Frost, Mr, N. S., Shipton, York
Galloway, Mr, N. S., Snaith, York
Garland, Mr, Practising S., Training College, York
Gill, Mrs, N. S., Tockwith, York
Hirst, Mr W., N. S., Cherry-street, York
Hitchcock, Mr, Manor S., York
Holgate, Miss, N. S., Flaxton, York
Hornshaw, Miss, N. S., St. Maurice's, York
Howard, Mr, N. S., Ampleforth, York
Howard, Mr, N. S., Osmotherly, York
Howell, Mr, Bd. S., Tadcaster, York
Hoyle, Mr, N. S., Wheldrake, York
Hutchinson, Mr, N. S., Escrick, York
Ingham, Mr, Training College, York
Johnson, Miss, Grey Coat Girls' S., York
Keeling, Miss, St. Margaret's N. S., York
Kilvington, Miss, St. Lawrence's N. S., York
Kirk, Mr, N. S., Queen-street, York
Littlewood, Miss, N. S., Bilton-street, York
Manby, Miss, N. S., Cherry-street, York
Manton, Mr, B. S., Hope-street, York
Martin, Mr, N. S., Monk Fryston, York
Newton, Mr, N. S., Tollerton, York
Noble, Mr, St. Lawrence's N. S., York
Olden, Mr, W. S., Groves, York
Petty, Mr R., B. S., Hope-street, York
Robinson, Mr, Blue Coat S. York
Sanderson, Mr, St. Saviourgate End. S., York
Scott, Miss L., St. Maurice's N. S., York
Summer, Mrs, St. Paul's N. S., Oldgate, York
Senior, Mr W. C., W. S., Priory-street, York
Smith, Miss, N. S., Micklegate Bar, York
Smith, Mr, St. Maurice's N. S., York
Stringer, Mr, Training College, York
Tempest, Mr, N. S., Skelton, York
Wales, Mr, N. S., Bilton-street, York
Waterland, Mr, N. S., Easingwold, York
Wilson, Mr C. H., Training College, York
Wright, Mr, Training College, York
Westgarth, Mr, Gilling, East Yorkshire [60

List of District Unions, with Names of Officers and Affiliated Associations.

Birmingham District Union.

President and Representative, Mr. JOHN UDALL, Rea Street B. S., Birmingham.
Treasurer and Secretary, Mr. ROBERT ODELL, Belgrave Road, Birmingham.

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Brighton, Eastbourne, and West Sussex District Union.

President and Representative, Mr. J. TIDMARSH, St. Stephen's S., Brighton.
Vice-President, Mr. W. J. LLOYD, N. S., Rottingdean.
Treas. and Gen. Sec., Mr. T. MATHISON, Richmond and Sussex Street Bd. S., Brighton.

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Cornwall (West) District Union.

President, Mr. KESSELL, N. S., St. Bwryan, Penzance.
Vice-President, Mr. I. W. MANGER, W. S., Penryn.
Representative, Mr. S. WILLIAMS, 104, Avondale-square, Old Kent-road, S.E.
Treasurer, Mr. W. M. BURN, Bd. S., Wheal Vor, Brease, Helston.
Secretary, Mr. T. BURGE, Bd. S., Roskear, Camborne.

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Derbyshire District Union.

President, Mr. WALTON, W.S., King-street, Derby.
Vice-President, Mr. BROWN, N. S., Ripley.
Representative and Secretary, Mr. W. CROWTHER, B. S., Derby.
Treasurer, Mr. G. J. ROWLAND, N. S., Matlock Bath, Derby.

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Devon (South) and Cornwall (East) District Union.

President, Mr. J. T. CARLYON, Royal Naval and Military Free S., Devonport.
Vice-President, Mr. J. W. GOSLING, B S., Devonport.
Representative, Mr. F. CALMADY-RICHARDSON, 4, Milner-street, Islington, N.
Treasurer and Secretary, Mr. J. HITCHINGS, St. Peter's S., Plymouth.

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Essex District Union.

President, Mr. SHAW, W. S., Colchester.
Vice-President, Mr. DENNICK, Dunmow.
Representative, Mr. CLARK, N. S., Magdalene-street, Colchester.
Treasurer and Gen. Secretary, Mr. J. ORST, B. S., Kelvedon.

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Glamorgan and Carmarthen District Union.

President, Mr. JOHN WILLIAMS, N. S., Aberdare.
Vice-President, Mr. CADWALLADR, N. S., Swansea.
Representative, Mr. W. D. LEWIS, Park Bd. S., Aberd re.
Treasurer, Mr. T. JOHNS, Cwmavon Works S.
Secretary, Mr. JOHN H. PAGE, Amalgamated S., Aberavon.

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Gloucester (North) District Union.

President, Mr. WHEELER, Parish Church S., Cheltenham.
Vice-President, Mr. WESTACOTT, Stonehouse.
Treasurer, Mr. JONES, Newnham.
Representative and Secretary, Mr. H. J. MOORE, B. S., Cheltenham.

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Huntingdonshire District Union.

President, Mr. F. D. RICHARDSON, Abbey Boys' S., Ramsey, Hunts.
Vice-President, Mr. C. FOX, W. S., St. Neot's, Hunts.
Representative, Treasurer & Sec., Mr. J. BENNETT, Boys' Free S., St. Neot's, Hunts

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Kent (East) District Union.

President, Mr. GARROD, S. E. R. S., Ashford.
Vice-President, Mr. HOWELLS, N. S., Dover.
Representative, Secretary, & Treas., Mr. G. H. SERGEANT, St. James's S., Dover.

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Lancashire (East) District Union.

President, Mr. PRESTON, Holy Trinity S., Blackburn.
Vice-President, Mr. JENKINSON, W. S., Stackstead.
Representative, Mr. T. PRITCHARD, Westborne, Burnley.
Treasurer and Gen. Secretary, Mr. ALONZO LANGHAM, Willow-street S., Accrington.

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Lancashire (North) & Westmoreland District Union.

President, Mr. JOHNSON, St. Thomas's N. S., Lancaster.
Vice-President, Mr. BOWKER, St. James's N. S., Barrow-in-Furness.
Treasurer and Secretary, Mr. E. N. LEWIS, Burlington S , Kirkby-in-Furness.

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Liverpool District Union.

President, Mr. BROWN, W. S., St. Helen's.
Vice-President, Mr. BUTTERWORTH, W. S., Birkenhead.
Representative, Mr. GREENWAY, 3, Shacklewell-lane, Kingsland, N.
Treasurer, Mr. BAIN, St. Bride's S., Liverpool.
Secretary, Mr. F. C. HELLINGS, Old Church S., Moorfields, Liverpool.

1. Birkenhead Teachers' Association 11
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Manchester District Union.

President, Mr. E. HARRIS, M.A., Jews S., Cheetham-hill, Manchester.
Vice-President, Mr. C. J. DAWSON, B.A., St. Margaret's S., Moss Side, Manchester.
Representative, Mr. PARK, Albion S., Ashton-under-Lyne.
Treasurer, Mr. J. BRADLEY, Bd. S., Abbott-street, Manchester.
Secretary, Mr. D. SMITH, 13, Thurlow-street, Eccles New-road, Salford.

1. Ashton-under-Lyne Teachers' Association.. 5
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Midland (South) District Union.

President, Mr. B. FRANKLIN, Railway S., Wolverton.
Vice-President, Mr. HOBSON, Tring.
Representative, Mr. J. HARE, End S., Ravenstone, Newport Pagnell.
Secretary, Mr. WILLIS, End. S., Leighton-Buzzard.

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Northampton District Union.

President, Mr. GEO. DIXON, Gayton, Northampton.
Vice-President, Mr. BILLINGHAM, B. S., Daventry.
Representative, Mr. B. GENNER, United Westminster S., Victoria-street, S.W.
Secretary, Mr. G. FISHER, All Saints' S., Northampton.

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Northumberland District Union.

President and Representative, Mr. RAYNER, Clergy Jubilee S., Newcastle-on-Tyne.
Vice-President, Mr. DOGHERTY, Ch. Ch. S., Shuldfield, Newcastle-on-Tyne.
Secretary and Treasurer, Mr. A. TRAIL, Pres. S., North Shields.

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Surrey (West) and Hants (East) District Union.

President, Mr. BALL, Holy Trinity S., Guildford.
Vice-President, Mr. FAIRBAIRN, B. S., Petersfield.
Representative on Executive, Mr. HOWSON, St. John's S., Woking.
Treasurer, Mr. FOSTER, Walton-on-Thames.
Secretary, Mr. BENNEY, Stoke S., Guildford.

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Warwickshire District Union.

President, Mr. MAWER, Spencer-street B. S., Leamington.
Vice-President, Mr. RICKARD, St. Michael's S., Coventry.
Treasurer, Mr. G. W. FRETTON, Mrs. Bayley's S., Coventry.
Representative and Gen. Secretary, Mr. J. I. BATES, St. Peter's S., Coventry.

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York (East) District Union.

President, Mr. F. C. MARSHALL, Blue Coat S., Beverley.
Vice-President, Mr. TIMMINS, Wes. S., Bridlington Quay.
Representative, Mr. T. H. HUITT, 23, Swan-st., Great Dover-st., London, S.E.
Secretary, Mr. T. BROAD, 36, Shaw-street, Hull.

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York (West) District Union.

President, Mr. G. TINKER, St. Matthew's S., Leeds.
Vice-President, Mr. J. G. HEFFORD, B.A., Carlton-road Bd. S., Dewsbury.
Treasurer, Mr. T. TOMLINSON, Leylands Bd. S., Leeds.
Secretary, Mr. WATSON, Belle Vue, Ripponden, Halifax.

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ALPHABETICAL LIST OF ASSOCIATIONS IN UNION, SHOWING, I., DATE OF AFFILIATION; II., NUMBER OF MEMBERS; III., INCREASE AND DECREASE OF MEMBERS; IV., TOTAL DONATIONS TO RESERVE FUND; V., SUBSCRIPTIONS RECEIVED FOR THE YEAR 1879.

Index to Lists of Members.	Name of Association.	Date of Affiliation.	No. of Members.		Increase or Decrease.		Total Donations to Reserve Fund to Dec. 31st, 1879.	Subscriptions Received for the year 1879.
			For 1878.	For 1879.	Inc.	Dec.	£ s. d.	£ s. d.
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1	Aberavon and District T. A.	March, 1874	15	15	—	—	1 14 0	1 17 6
1	Aberayron T. A.	Feb., 1877	12	10	—	2	0 7 6	1 5 0
2	Aberdare Valley T. A.	Sept., 1870	29	26	—	3	3 4 0	3 5 0
2	Abergavenny District T. A.	Oct., 1875	14	14	—	—	0 17 0	1 15 0
2	Accrington District T. A.	April, 1872	26	14	—	12	—	1 15 0
2	Alcester and District T. A.	Sept., 1875	9	11	2	—	—	1 7 6
3	Alston and District T. A.	Jan., 1872	8	9	1	—	—	1 2 6
3	Ampthill and District T. A.	July, 1877	26	28	2	—	—	3 10 0
3	Anglesey T. A.	Oct., 1877	22	31	9	—	—	2 12 6
4	Appleby and District T. A.	March, 1872	15	17	2	—	—	2 2 6
4	†Arvon T. A.	Sept., 1879	—	26	26	—	—	3 5 0
4	Ashbourne and Uttoxeter T. A.	Dec., 1876	17	22	5	—	—	2 15 0
5	Ashby and District T. A.	Aug., 1873	11	15	4	—	1 2 0	1 17 6
5	Ashford T. A.	Oct., 1873	12	11	—	1	1 0 0	0 10 0
5	Ashton-under-Lyne and District T. A.	Sept., 1878	30	22	—	8	0 12 0	2 15 0
6	Atherstone District T. A.	June, 1878	10	8	—	2	—	1 0 0
6	Avon Valley T. A.	Nov., 1871	26	23	—	2	1 12 0	3 0 0
6	Aylesbury and District T. A.	Jan., 1877	20	20	—	—	—	2 10 0
7	Banbury T. A.	Nov., 1876	49	38	—	11	1 12 6	4 15 0
7	Barnard Castle and District T. A.	Jan., 1877	14	16	2	—	1 0 0	2 0 0
7	Barnsley and District T. A.	May, 1874	37	23	—	14	3 18 0	2 17 6
8	Basingstoke T. A.	Oct., 1871	20	20	—	—	1 10 0	2 10 0
8	Bath District T. A.	July, 1874	43	42	—	1	2 10 0	5 5 0
8	Bedford and District T. A.	Jan., 1873	22	29	7	—	3 0 0	3 12 6

9	Beds and Bucks T. A.	Feb., 1873	22	30	8	—	1 14 0	3 15 0
9	Belper Union District T. A.	June, 1878	23	22	—	1	—	2 15 0
10	Berks (West) T. A.	May, 1876	29	26	—	3	—	3 5 0
10	Bicester, Claydon, and Buckingham T. A.	Feb., 1872	23	21	—	2	2 10 6	2 12 6
10	Biggleswade and District T. A.	Oct., 1878	16	24	8	—	1 1 0	3 0 0
11	Birkenhead and District T. A.	April, 1874	26	31	5	—	2 4 0	3 17 6
11	Birmingham and District T. A.	Aug., 1870	115	125	10	—	7 10 0	15 12 6
13	Bishop Auckland and District T. A.	Dec., 1871	26	11	—	15	—	1 7 6
13	Blackburn and District T. A.	March, 1871	36	62	26	—	—	7 15 0
14	Bodmin and District T. A.	Nov., 1873	22	23	1	—	1 16 0	2 17 6
14	Bolton-le-Moore T. A.	March, 1874	85	81	—	4	—	10 2 6
15	Boston and District T. A.	April, 1875	27	24	—	3	—	3 0 0
16	Bourn and Billingboro' T. A.	Oct., 1878	29	26	—	3	1 0 0	3 5 0
16	Bradford and District T. A.	Feb., 1872	74	61	—	13	5 0 0	7 10 0
17	Braintree and District T. A.	Nov., 1875	8	9	1	—	1 4 0	1 2 6
17	Bridgnorth and District T. A.	Oct., 1878	11	12	1	—	0 10 0	1 10 0
17	Brighton and Sussex T. A.	Jan., 1871	82	105	23	—	6 0 0	13 2 6
18	Bristol T. A.	Feb., 1872	100	85	—	15	—	10 17 6
20	Bromley T. A.	March, 1877	27	23	—	4	—	2 17 6
20	Burnham T. A.	Feb., 1876	26	28	2	—	0 11 0	3 10 0
20	Burnley and District T. A.	March, 1874	61	64	3	—	4 18 0	8 0 0
21	Burton and Tamworth T. A.	March, 1872	19	20	1	—	—	2 10 0
21	Bury District T. A.	Dec., 1873	42	33	—	9	—	4 2 6
22	Cambridge and District T. A.	Oct., 1878	29	23	—	6	—	2 17 6
22	Canterbury and District T. A.	June, 1871	46	42	—	4	—	5 5 0
23	Cardiff District T. A.	Sept., 1870	27	14	—	13	—	1 15 0
23	Cardigan and District T A.	Jan., 1878	17	13	—	4	0 7 6	1 10 0
23	Cardiganshire (North) T. A.	Oct., 1870	11	8	—	3	0 10 0	1 0 0
23	Carlisle and District T A.	April, 1871	42	47	5	—	3 0 0	5 17 6
24	†Carnarvonshire (South) T. A.	Oct., 1879	—	15	15	—	—	0 9 4½
24	Chatham, Rochester, and Gravesend T. A.	March, 1874	81	76	—	5	1 14 0	9 10 0
26	Chelmsford T. A.	Feb., 1874	14	14	—	—	1 0 0	1 15 0
26	Chelsea (Borough of) T. A.	Feb., 1875	130	121	—	9	3 5 6	15 2 6
27	Cheltenham T. A.	Sept., 1871	33	39	6	—	—	4 17 6
28	Chepstow and District T. A.	Oct., 1878	15	15	—	—	—	1 17 6
28	Chester and District T. A.	June, 1872	55	57	2	—	—	7 2 6
28	Chipping Norton and Charlbury T. A.	Feb., 1877	21	23	2	—	—	2 17 6
29	Chipping Sodbury and District T. A.	Feb., 1876	8	10	2	—	—	1 5 0

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28	Chorley Union T. A.	March, 1878	15	19	4	—	—	2 7 6
29	Church and Oswaldtwistle T. A.	Sept., 1878	11	12	1	—	—	0 18 4
30	Cirencester and District T. A.	Oct., 1877	12	13	1	—	0 10 6	1 12 6
30	Clitheroe and District T. A.	Jan., 1878	22	18	—	4	—	2 5 0
30	Coventry T. A.	March, 1871	38	33	—	5	4 4 0	4 2 6
31	Cranbrook and District T. A.	Aug., 1873	13	23	10	—	—	2 17 6
31	Craven T. A.	Jan., 1875	26	26	—	—	1 8 0	3 5 0
31	Crewe and District T. A.	Jan., 1873	No ret	26	—	—	—	3 5 0
32	Croydon District T. A.	Oct., 1873	60	60	—	—	4 8 0	7 10 0
32	Cumberland (West) T. A.	March, 1873	35	33	—	2	—	4 2 6
33	Darlington and District T. A.	Nov., 1873	39	32	—	7	—	4 0 0
33	Dartford and Darenth Vale T. A.	Feb., 1875	32	31	—	1	2 0 0	3 17 6
34	Daventry and District T. A.	Nov., 1872	15	15	—	—	—	1 17 6
34	Deal and Sandwich T. A.	Oct., 1878	17	18	1	—	0 16 0	2 5 0
34	Derbyshire (East) T. A.	Sept., 1870	60	60	—	—	—	7 10 0
35	Derbyshire (North) T. A.	Sept., 1870	31	31	—	—	2 8 0	3 17 6
35	Derbyshire (South) T. A.	March, 1871	52	53	1	—	4 5 0	6 12 6
36	Devon (East) T. A.	April, 1875	14	13	—	1	1 0 0	1 10 0
36	Devon (Mid) T. A.	March, 1876	20	17	—	3	—	2 2 6
36	Devon (North) T. A.	Sept., 1872	39	9	—	30	—	0 17 6
37	Dewsbury and District T. A.	May, 1875	72	64	—	8	4 4 0	8 0 0
37	Diss and District T. A.	Oct., 1878	14	15	1	—	0 6 6	1 17 6
37	†Doncaster T. A.	Jan., 1880	—	—	—	—	—	—
38	Dorking T. A.	Dec., 1871	12	14	2	—	—	1 5 0
38	Dorset (South and Central) T. A.	Oct., 1877	21	23	2	—	—	2 17 6
38	Dover and Folkestone T. A.	March, 1871	46	42	—	4	4 4 0	5 5 0
39	Dowlais T. A.	April, 1874	22	26	4	—	2 13 6	3 5 0
39	Driffield and Bridlington T. A.	Oct., 1873	20	17	—	3	1 2 0	2 2 6
39	Dudley and District T. A.	Feb., 1876	32	39	7	—	3 1 0	4 17 6
40	Durham T. A.	Jan., 1872	39	34	—	5	2 8 0	4 5 0
40	Eastbourne and District T. A.	Nov., 1874	24	20	—	5	1 10 0	2 10 0

41	†Epping and District T. A.	May, 1879	—	13	13	—		—		1	7	6
41	Erewash Valley T. A.	Jan., 1871	30	40	10	—	2	10	0	5	0	0
41	Essex (Central) T. A.	Aug., 1872	8	6	—	2		—		0	15	0
41	Essex (East) T. A.	June, 1873	34	32	—	2	0	1	0	4	0	0
42	Essex (North) T. A.	March, 1873	11	5	—	6		—		0	12	6
42	Essex (South-East) T. A.	Oct., 1877	25	26	1	—	1	1	0	2	0	0
42	Essex (South) T. A.	March, 1874	123	164	41	—	1	15	6	20	10	0
44	Estcourt and District T. A.	Nov., 1874	9	10	1	—	2	8	0	1	5	0
44	Exeter District T. A.	Oct., 1873	42	63	21	—	3	14	0	7	17	6
44	Exmouth T. A.	Oct., 1877	13	17	4	—		—		2	2	6
46	Falmouth and Truro T. A.	March, 1876	25	35	10	—	1	6	0	4	7	6
46	Farnham and Aldershot T. A.	July, 1875	22	25	3	—	1	2	0	3	2	6
46	Finsbury and City T. A.	Dec., 1872	158	201	43	—	3	9	0	25	2	6
49	Forest of Arden T. A.	March, 1871	22	22	—	—	1	14	0	2	15	0
50	Forest of Dean T. A.	Jan., 1871	35	34	—	1	3	8	0	4	5	0
50	Furness and District Certificated T. A.	March, 1876	42	39	—	3	1	8	0	4	17	6
51	Gainsborough, North Notts, and District T. A.	June, 1871	25	28	3	—		—		3	10	0
51	Glamorgan (Central) T. A.	Jan., 1872	16	16	—	—		—		2	0	0
51	Glossop and District T. A.	July, 1874	17	25	8	—	1	4	0	3	2	6
52	Gloucester T. A.	Sept., 1870	41	39	—	2		—		4	17	6
52	Goole and District T. A.	May, 1876	17	19	2	—		—		2	7	6
53	Grantham and District T. A.	Nov., 1873	43	43	—	—	3	14	0	5	7	6
53	Great Yarmouth and District T. A.	Aug., 1872	54	45	—	11	3	4	0	5	12	6
54	Greenwich District T. A.	March, 1876	202	184	—	18		—		23	0	0
56	Grimsby and District T. A.	Oct., 1877	20	33	13	—		—		4	2	6
56	Hackney District T. A.	Dec., 1872	143	207	64	—		—		25	17	6
57	Halifax and District T. A.	Feb., 1872	131	168	37	—	4	6	0	21	0	0
58	Halstead and District T. A.	Mar., 1878	22	17	—	5		—		2	2	6
58	Haltwhistle and District T. A.	Jan., 1876	10	11	1	—		—		1	7	6
58	Hants (Mid) T. A.	March, 1872	29	37	8	—	2	14	0	4	12	6
62	Hants (South) T. A.	Dec., 1871	71	61	—	10	9	10	8	7	12	6
62	Harrogate and District T. A.	March, 1878	19	26	7	—		—		3	5	0
63	Hastings and District T. A.	May, 1871	30	28	—	2	2	8	0	3	10	0
63	Helston T. A.	Feb., 1876	23	21	—	2	0	18	0	2	12	6
63	Hereford T. A.	Jan., 1872	47	48	1	—	0	4	0	6	0	0
64	Hereford (West), Brecon, and Radnor T. A.	Jan., 1874	39	36	—	3	1	2	0	4	12	6
65	Herts Educational A.	Oct., 1870	39	48	9	—		—		6	0	0
65	Herts (West) Elementary T. A.	July, 1870	40	31	—	9	0	6	0	3	17	6

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66	Hexham and District Elementary T. A...	Jan., 1878	16	16	—	—	—	2 0 0
66	High Wycombe and District T. A	Dec., 1876	21	20	—	1	—	2 10 0
66	Holywell and Rhyl District T. A.	July, 1874	18	16	—	2	—	2 0 0
67	Horncastle T. A.	Jan., 1878	21	18	—	3	—	2 5 0
67	Horsham and District T. A.	March, 1876	20	21	1	—	—	2 12 6
67	Huddersfield and District T. A.	Jan., 1872	119	144	25	—	0 1 0	18 0 0
69	Hull T. A.	March, 1872	72	75	3	—	2 16 0	9 7 6
70	Huntingdon Church T. A...	March, 1873	18	14	—	4	1 4 0	1 15 0
70	Hunts and Cambs T. A.	March, 1871	11	13	2	—	1 14 0	1 12 6
71	Hyde and District T. A.	March, 1877	17	21	4	—	—	2 12 6
71	Ilkeston and District T. A.	July, 1876	25	30	5	—	—	3 15 0
71	Ipswich and District T. A.	Aug., 1873	32	32	—	—	—	4 0 0
72	Isle of Ely Elementary T. A.	Oct., 1878	12	8	—	4	—	—
72	Isle of Man T. A.	Oct., 1874	28	37	9	—	0 18 0	4 12 6
72	Isle of Wight Elementary T. A.	Feb., 1873	53	58	5	—	—	7 5 0
73	Isle of Thanet T. A. (late Thanet)	July, 1876	24	25	1	—	0 8 0	3 2 6
74	Kendal T. A.	Sept., 1870	12	13	1	—	0 12 0	1 12 6
74	Kent (West) T. A.	March, 1872	22	27	5	—	—	3 7 6
74	Kidderminster and District T. A.	June, 1874	32	36	4	—	2 14 0	4 10 0
75	Kingsbridge District T. A...	Feb., 1874	12	11	—	1	—	1 7 6
75	†Kington and East Radnor T.A.	May, 1879	—	14	14	—	—	1 3 4
75	Lambeth District T. A.	June, 1872	380	323	—	57	8 14 0	37 0 0
80	Lancashire (North) and District T. A.	Oct., 1872	42	33	—	9	2 8 0	4 5 0
80	Launceston and District T. A.	Oct., 1877	16	18	2	—	—	2 5 0
81	Leamington and District T. A.	Oct., 1877	30	27	—	3	0 4 0	3 10 0
81	Leeds and District T. A.	Sept., 1870	100	164	64	—	—	20 10 0
83	Leicestershire (North) T. A.	Aug., 1873	23	31	8	—	3 1 6	3 17 6
84	Leicestershire Scholastic A.	June, 1870	109	129	20	—	0 12 0	16 2 6
85	Lichfield and District T. A.	Sept., 1877	20	16	—	4	—	2 0 0
85	Lincoln and Lincolnshire A. of E. T.	May, 1876	26	27	1	—	0 10 6	3 10 0
86	Lincolnshire (North) T. A.	Oct., 1871	13	16	3	—	0 18 0	2 0 0

86	Liskeard and District Elementary T. A...	Jan., 1874	13	12	—	1	0 16 6	1 10 0
86	Liverpool and District T. A.	Oct., 1871	188	231	43	—	7 6 0	28 17 6
89	Llandovery and Llandilo T. A.	April, 1876	14	15	1	—	—	1 17 6
89	†Llanelly and District T. A.	Oct., 1879	—	24	24	—	—	3 0 0
89	London (East) T. A.	May, 1871	250	288	38	—	—	35 12 6
93	Louth and East Lincolnshire T. A.	Jan., 1871	33	33	—	—	2 0 0	4 2 6
93	Ludlow and District T. A.	Feb., 1875	15	26	11	—	1 12 0	3 5 0
94	Luton and District T. A.	Feb., 1876	29	30	1	—	—	3 15 0
94	Macclesfield and District T. A.	Feb., 1871	50	52	2	—	—	6 7 6
95	Maidstone and Mid-Kent T. A.	Feb., 1873	47	50	3	—	0 11 0	6 5 0
95	Malton and District T. A...	Jan., 1874	22	21	—	1	2 14 0	2 12 6
96	Manchester T. A.	Feb., 1874	153	147	—	6	15 8 0	18 7 6
98	Mansfield and District Elementary T. A.	Feb., 1875	32	38	6	—	—	4 15 0
98	Market Drayton and District T. A.	May, 1875	19	21	2	—	—	2 12 6
98	Market Harborough and District T. A.	Oct., 1874	13	16	3	—	—	2 0 0
99	Market Rasen and District T. A.	June, 1878	13	12	—	1	—	1 10 0
99	Marylebone T. A.	March, 1873	71	150	79	—	3 2 6	18 15 0
101	Maryport and District T. A.	Jan., 1877	15	16	1	—	0 6 0	2 0 0
101	Merionethshire T. A.	Feb., 1875	13	26	13	—	—	3 5 0
102	Merthyr Tydvil T. A.	Jan., 1877	32	21	—	11	—	2 12 6
102	Midhurst T. A.	Feb., 1877	10	9	—	1	—	1 5 0
102	Moreton-in-Marsh and District T. A.	Oct., 1877	14	14	—	—	—	1 15 0
103	Newark and District T. A.	Dec., 1871	10	6	—	4	—	0 15 0
103	Newbury and District T. A.	Oct., 1870	28	31	3	—	0 12 0	3 17 6
103	Newcastle-on-Tyne and Gateshead T. A.	April, 1873	68	67	—	1	—	8 7 6
104	Newmarket T. A.	May, 1876	15	14	—	1	—	1 15 0
105	Newport Pagnel and Olney T. A.	Oct., 1877	11	16	5	—	—	1 7 6
105	Newport (Mon.) and District T. A.	April, 1871	52	30	—	22	4 16 0	3 15 0
105	Norfolk (West) T. A.	Oct., 1871	27	25	—	2	1 2 0	3 2 6
106	Northampton and Northamptonshire T. A.	Nov., 1871	35	40	5	—	0 10 0	5 0 0
106	Northampton (North) and District T. A.	May, 1874	40	34	—	6	4 3 0	4 5 0
107	Northumberland (East) T. A.	March, 1872	49	43	—	6	4 2 0	5 7 6
107	Northumberland (North) T. A.	Dec., 1871	41	42	1	—	3 8 0	5 5 0
108	Northwich and District T. A.	Feb., 1875	14	10	—	4	1 4 0	1 5 0
108	Norwich and District T. A.	Nov., 1870	106	89	—	17	2 9 0	11 2 6
109	Nottingham and Notts Certificated T. A.	Oct., 1870	132	132	—	—	9 2 0	16 10 0
111	Oldham and District T. A...	Oct., 1873	100	103	3	—	3 3 0	12 17 6
112	Oswestry and Welshpool T. A.	Feb., 1872	27	15	—	12	—	1 17 6

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113	Patrington and District T. A.	Dec., 1875	15	17	2	—	—	2 2 6
113	Pembrokeshire Elementary T. A.	June, 1871	43	27	—	16	1 2 0	3 7 6
113	Penllyn and Edeyrnion Certificated T. A.	Jan., 1877	14	10	—	4	—	1 5 0
114	Penrith and District T. A...	April, 1873	17	19	2	—	2 7 0	2 7 6
114	Penzance and District T. A.	May, 1876	17	21	4	—	—	2 7 6
114	Petersfield and District T. A.	Aug., 1873	14	19	5	—	—	2 7 6
115	Plymouth, Devonport, Stonehouse, and District T. A...	Jan., 1874	98	76	—	22	1 14 0	9 10 0
116	Pontypridd and District T. A.	Oct., 1878	36	36	—	—	—	3 6 3
116	Poole Elementary T. A.	Oct., 1877	12	12	—	—	—	1 10 0
116	Portsmouth and District T. A.	Nov., 1871	56	59	3	—	3 1 0	7 7 6
117	Preston and District T. A.	March, 1876	91	75	—	16	—	9 7 6
118	Ramsey and District T. A...	March, 1876	13	11	—	2	—	1 2 6
118	Reading and District Elementary T. A.	Oct., 1875	78	70	—	8	5 2 0	8 15 0
119	Redhill and District T. A.	Jan., 1876	17	18	1	—	—	2 5 0
119	Redruth, Camborne, and Hayle T. A.	Feb., 1876	24	30	6	—	2 8 0	3 15 0
120	Retford and District T. A.	March, 1878	21	22	1	—	—	2 15 0
120	Rhymney and Western Valleys T. A.	Feb., 1876	37	31	—	6	0 8 0	3 10 0
121	Ripon and District T. A.	March, 1876	29	35	6	—	0 10 0	4 7 6
121	Rochdale and District T. A.	Sept., 1876	58	45	—	13	—	5 12 6
122	Rochester (Church) T. A.	April, 1872	16	18	2	—	—	2 18 0
122	Rossendale T. A.	Dec., 1873	28	28	—	—	2 0 0	3 10 0
122	Royston and District T. A.	Feb., 1877	25	23	—	2	—	2 17 6
123	Rugby District T. A.	March, 1871	10	16	6	—	—	2 0 0
123	Rutland T. A.	June, 1878	22	26	4	—	—	3 5 0
123	St. Columb District T. A.	June, 1878	18	14	—	4	—	1 15 0
124	†St. Helen's and District T. A.	Aug., 1879	—	29	29	—	0 17 6	3 12 6
124	Salford and District T. A.	Jan., 1874	50	41	9	—	—	5 2 6
125	Salisbury (Church) T. A.	June, 1871	38	41	3	—	—	5 2 6
125	Scarborough and District T. A.	Nov., 1871	33	34	1	—	2 10 0	4 5 0
126	Selby and District T. A.	Feb., 1878	17	21	4	—	—	2 12 6

26	Sheffield and District Certificated T. A.	Feb., 1875	223	227	4	—	11	8	0	28	7	6
128	Sherborne and Yeovil T. A.	Oct., 1874	21	21	—	—	1	16	0	2	12	6
129	Shipston and Tysoe T. A.	Sept., 1875	16	11	—	5	1	4	0	1	12	6
129	Shrewsbury and Shropshire T. A.	Jan., 1870	20	22	2	—		—		2	15	0
129	Shropshire (East) T. A.	April, 1872	25	26	1	—	3	8	0	3	5	0
130	Slough and District T. A.	June, 1877	22	30	8	—		—		3	15	0
130	†Snowdon T. A.	March, 1879	—	10	10	—		—		1	5	0
130	Somerset (East Central) T. A.	March, 1874	44	43	—	1	2	4	0	5	7	6
131	Somerset (North) T. A.	March, 1872	32	34	2	—	0	9	0	4	5	0
131	South Holland T. A.	March, 1878	13	16	3	—		—		1	17	6
132	Southwark T. A.	Dec., 1872	313	306	—	7	7	16	0	38	5	0
136	Stafford and District T. A...	Feb., 1872	21	14	—	7	2	16	0	1	15	0
136	Staffordshire (North) T. A.	Oct., 1878	87	102	15	—		—		12	15	0
137	Staffordshire (South) and District T. A.	Feb., 1872	11	11	—	—		—		1	5	0
138	Stalybridge and Mossley T. A.	March, 1878	29	37	8	—		—		4	12	6
138	Stockbridge and Andover T. A.	Dec., 1874	21	16	—	5		—		2	0	0
139	Stockport and District T. A.	March, 1874	53	44	—	9	3	16	0	5	10	0
139	Stourbridge and District T. A.	July, 1877	32	31	—	1		—		3	17	6
140	Stowmarket and District T. A.	March, 1878	20	20	—	—		—		2	10	0
140	Stratford-on-Avon T. A.	March, 1871	16	14	—	2	1	10	0	1	15	0
140	Stroud Vale and Severn Side T. A.	Feb., 1873	31	33	2	—	3	0	0	4	2	6
141	Sunderland and District T. A.	May, 1871	54	44	—	10	1	0	0	5	10	0
141	Surrey (North West) T. A.	Oct., 1870	58	69	11	—	0	10	6	8	12	6
142	Sussex (West) T. A.	Jan., 1873	15	16	1	—	1	10	0	2	0	0
142	Swansea District T. A.	March, 1873	24	33	9	—	4	9	0	4	2	6
143	Swansea Valley T. A.	Nov., 1876	15	16	1	—		—		2	0	0
143	†Tanfield and District M. and T. A.	Oct., 1879	—	16	16	—		—		0	10	0
144	Taunton and West Somerset T. A.	May, 1875	76	81	5	—		—		10	2	6
145	Tavistock District T. A.	Nov., 1873	12	9	—	3	1	2	0	1	8	6
145	Tees-side Elementary T. A.	Feb., 1872	40	42	2	—	8	4	0	5	5	0
146	Teign and Dart District T. A.	Feb., 1874	67	64	—	3	1	12	0	8	0	0
146	Thame and District T. A.	Jan., 1876	11	10	—	1		—		1	5	0
147	Thames Valley T A.	June, 1870	83	85	2	—	2	16	0	10	12	6
148	Thetford, Bury St. Edmund's, and East Harling T.A..	June, 1876	27	34	7	—		—		4	5	0
148	†Tiverton and District T. A.	Feb., 1880	—	—	—	—		—			—	
148	Todmorden and District T. A.	Sept., 1878	19	13	—	6		—		1	12	6
148	Trowbridge and District T. A.	March, 1878	30	24	—	6		—		3	0	0
149	Tyneside T. A.	Oct., 1870	66	63	—	8	4	14	0	7	17	6

New Associations.

Index to Lists of Members. Page	Name of Association.	Date of Affiliation.	No. of Members. For 1878.	No. of Members. For 1879.	Increase or Decrease. Inc.	Increase or Decrease. Dec.	Total Donations to Reserve Fund to Dec. 31st, 1879. £ s. d.	Subscriptions Received for the year 1879. £ s. d.
150	Vale of Clwyd Certificated T. A...	June, 1875	18	16	—	2	—	2 0 0
150	†Vale of Derwent T.A.	Jan., 1880	—	—	—	—	—	—
150	Vale of Neath T. A.	May, 1875	16	20	4	—	—	2 10 0
150	Wakefield and District T. A.	June, 1873	75	62	—	13	1 14 0	7 15 0
151	†Wallingford and District T.A.	Oct., 1879	—	25	25	—	—	0 15 8
152	†Walsall and District T. A.	May, 1879	—	24	24	—	—	3 0 0
152	Warrington and District T. A.	Feb., 1875	23	28	5	—	—	3 10 0
152	Warwick and District T. A.	March, 1871	19	20	1	—	4 6 0	2 10 0
153	Weardale and District T. A.	May, 1878	14	12	—	2	0 10 0	1 10 0
153	†Wednesbury and District T. A.	Oct., 1879	—	28	28	—	—	0 17 6
153	Wensleydale T. A.	Oct., 1877	15	11	—	4	—	1 7 6
154	West Bromwich T. A.	Feb., 1876	42	45	3	—	3 2 0	5 12 6
154	Westminster T. A.	Dec., 1872	139	163	24	—	33 4 0	20 0 0
157	Whickham and District T. A.	Jan., 1877	14	6	—	8	0 9 6	0 15 0
157	Whitby and District T. A...	March, 1876	19	18	—	1	—	2 5 0
158	Widnes, Runcorn and District T. A.	Oct., 1877	26	40	14	—	—	5 0 0
158	Wigton and District T. A...	Jan., 1871	10	14	4	—	0 17 6	1 15 0
158	Wilts T. A.	Oct., 1870	31	31	—	—	—	3 17 6
159	†Wincanton and District T. A.	Oct., 1879	—	13	13	—	—	0 8 1½
159	Windermere T. A.	Oct., 1878	16	18	2	—	0 14 0	2 5 0
159	Witney and District T. A.	Oct., 1878	11	No ret	—	—	—	—
160	Wolverhampton and District T. A.	Sept., 1874	53	60	7	—	—	7 10 0
160	Worcester (City) T. A.	June, 1877	13	No ret	—	—	—	—
161	Worksop and District T. A.	Feb., 1875	6	6	—	—	0 12 0	0 15 0
161	†Wrexham and District T. A.	June, 1879	—	7	7	—	—	0 17 6
161	York and District T. A.	Oct., 1870	62	60	—	2	10 10 7	7 10 0

† New Associations.

Beverley and District T. A.	Jan., 1877	No ret	—	—	—	—		—
Bishop's Castle and Clun T. A.	March, 1878	12	—	—	12	—		—
Carmarthen District T. A.	Sept., 1871	23	—	—	23	—		—
Carnarvon District T. A.	Feb., 1874	18	—	—	18	—		—
Doncaster T. A.	Jan., 1873	No ret	—	—	—	1 14	0	—
Faversham T. A.	March, 1874	9	—	—	9	—		—
Hartlepools and District T. A.	April, 1876	No ret	—	—	—	—		—
Honiton and District T. A.	Nov., 1875	20	—	—	30	—		—
Howdenshire T. A.	Jan., 1877	10	—	—	10	—		—
Longton (Stafford) T. A	Feb., 1875	18	—	—	18	1 15	6	—
Marlborough District T. A.	Jan., 1872	No ret	—	—	—	—		—
Middlesex (North) T. A.	March, 1876	No ret	—	—	—	—		—
St. Austell T. A.	Jan., 1876	12	—	—	12	—		—
St. Helen's T. A.	Feb., 1872	No ret	—	—	—	—		—
Salford Diocesan (R. C.) T. A.	June, 1871	10	—	—	10	—		—
Shropshire (North) T. A.	April, 1877	No ret	—	—	—	—		—
Southport and District T. A.	April, 1877	15	—	—	15	—		—
Stoke-on-Trent T. A.	Feb., 1875	7	—	—	7	—		—
Wigan T. A.	Nov., 1870	45	—	—	45	—		—

Memorials and Other Documents Issued by the Union During the Years 1879-80.

I.—AMENDMENT OF THE CODE.

The following memorial respecting the amendment of the Code was forwarded in February, 1880, by the National Union of Elementary Teachers to the Secretary of the Education Department for presentation to the Lord President and Vice-President of the Council.

To The Right Honourable His Grace the Duke of Richmond and Gordon, K.G., Lord President of the Council; the Right Honourable Lord George Hamilton, M.P., Vice-President; and the Right Honourable the Lords of the Committee of Council on Education.

THE HUMBLE MEMORIAL OF THE NATIONAL UNION OF ELEMENTARY TEACHERS.

SHEWETH,—

That your memorialists have from time to time presented to your Lordships various recommendations for the amendment of the Education Code, many of which have been subsequently adopted by your Lordships and embodied in the Code.

That your memorialists, as the representatives of the Elementary Teachers of England and Wales, desire to tender their thanks to your Lordships, for the consideration given to the recommendations of those who are practically acquainted with the work of elementary schools.

That your memorialists, believing that the following suggestions would, if adopted, render the education of the people more efficient, and the work of teachers less irksome than at present, humbly pray that the amendments now submitted may be embodied in the Code for 1880.

1. That a clause be inserted in the Code providing that any teacher charged with any offence or irregularity shall be fully informed of the character and terms of the charge before the case is considered by the Education Department, and that such teacher shall be allowed to appear in person, or by a representative, prior to any decision being given by the Department.

2. ARTICLE 18.—That a second examination be allowed in cases involving a material loss of grant, or seriously affecting the character or professional status of the teacher, and that the managers and teachers be allowed the presence of a skilled representative at such second inspection.

3. ARTICLE 15 (*b*).—That this article be so amended as to permit a teacher to act as a member or clerk of a School Board, provided he be not a teacher engaged in the district of the Board. Article 17*d* is regarded as a sufficient check.

4. ARTICLE 19*c*, 6.—That this article be abolished, or its operation

suspended until the local authorities have for a sufficient time carried out effectively their powers of enforcing attendance at school.

5. ARTICLE 19, FOOTNOTE.—That after the word "Parliamentary" the words "Vestry, Municipal or School Board," be inserted.

6. ARTICLE 19 A (1) AND THIRD SCHEDULE.—That the footnote to article 19 A (1) be expunged; that no specific examination of individual scholars in needlework be required in infant schools and infant departments; and that the needlework schedule appended to this memorial be substituted for the third schedule of the Code.

7. ARTICLE 21*c*.—That if the passes in the Standard Examination (Article 28) be less than 75 per cent., the grant earned under Article 21*c*. should not be wholly forfeited, but should be reduced in proportion to the failures below that point.

8. ARTICLE 21*e*.—That scholars failing in one year's course may be allowed to take it again, and that the last clause of Article 21*e* shall not apply in cases where there have been changes of teachers.

9. ARTICLE 24.—That this article be amended as follows: "Attendance of boys at drill, or of girls at lessons in practical cookery, may, in a day school," &c., &c.

10. ARTICLE 28.—That Her Majesty's Inspectors of Schools should not have the power of *requiring* Standard II. to work *on paper*.

11. ARTICLE 28.—That the class subjects be rearranged with a view to a better gradation, and to easing the work of Standard IV.

12. ARTICLE 54.—That teachers who have passed successfully the papers of the first year be permitted to present themselves for examination in the papers of the second year; and that teachers classed in divisions below the "first" be permitted to raise their position by re-examination.

13. ARTICLE 70 (*g*) AND (*i*).—That in Article 70 (*g*) the word "two" be substituted for the word "three," in Article 70 (*i*) to substitute "third" for "fourth," and in Article 70 (*i*) to substitute "three" for "four."

14. ARTICLES 59, 59 (*a*), AND 59 (*b*).—That the whole of these articles be abolished.

15. ARTICLE 93.—That no person be admitted to the Queen's Scholarship Examination who fails to produce evidence of possessing sufficient knowledge of school management and practical skill in the art of teaching, and that non-pupil-teachers be required to have served in an inspected school at least one year before being admitted to the Queen's Scholarship Examination.

16. SECOND SCHEDULE.—That in respect of male pupil-teachers the word "nineteenth" be substituted for "eighteenth," in marginal note 8, and that in paragraph 5 the words "one or more certificated teachers" be substituted for "a certificated teacher of the said school." Also in Art. 47 (*a*) "two years" be substituted for "one year," and in Art. 47 (*b*) "22" be substituted for "21."

17. That the instructions to Her Majesty's Inspectors of Schools, concerning the details of examination, should be sufficiently definite to secure greater uniformity, and that effective arrangements should be made for securing that the work of inspection is conducted in the spirit and within the limits of the Education Code.

18. ART. 118.—That all restrictions and conditions on the granting of pensions not contained in the original Minutes be removed from Art. 118.

And your Memorialists will ever pray.

Signed on behalf of the National Union of Elementary Teachers, this 10th day of January, 1880,

JOHN WILLIAM GROVE, *President.*
G. J. RANKILOR, *Vice-President.*
THOMAS N. DAY, *Ex-President.*
RICHARD GREENWOOD, *Treasurer.*
THOMAS EDMUND HELLER, *Secretary.*

APPENDIX—NEEDLEWORK.

The following amended form of the Third Schedule of 1878 is recommended for adoption :—

THIRD SCHEDULE—NEEDLEWORK.

No specific qualifications in needlework are required from children under five years of age.

The work printed in italics is optional.

FIRST STAGE.

(*For Infants' Schools and the Lower Division of Girls' Schools.*)

Simple hemming on strips with coloured cottons; sewing; *to fix a hem —*any garment which can be completed with these stitches. *Knitting (two needles) short strips.

SECOND STAGE.

Hemming; seaming; felling; *pleating*—any garment which can be made with these stitches.

Knitting a strip (two needles), plain and purled rows alternately, 3 inches by 18 inches.

THIRD STAGE.

The work of previous stages with greater skill; pleating; stitching; sewing on strings; *herring-boning*—any garment which can be made with these stitches.

Knitting (four needles) plain and purled rows alternately. Wristlets or muffatees.

FOURTH STAGE.

The work of previous stages with greater skill; marking on canvas; *button-holing;* herring-boning; sewing on buttons—any garment which can be made showing the above stitches. Darning stockings.

Knitting (four needles) a child's plain sock.

FIFTH STAGE.

The work of previous stages with greater skill; tucks run; gathering;

* These are not to be required in the lower part of Infants' Schools.

stroking; setting in; button-holing; marking on coarse material—any garment which can be made showing the above stitches.
Knitting (four needles) a ribbed sock.
Plain darning and *patching*.
Cutting-out a child's pinafore in paper.

SIXTH STAGE.

The work of previous stages with greater skill; marking.
Knitting a boy's "knickerbocker" stocking.
Darning and patching garments.
Cutting-out a plain garment in paper.

THOMAS EDMUND HELLER, *Secretary*.

II.—PENSIONS.

(ART. 118, NEW CODE.)

The following is a copy of the petition to the House of Lords, presented in May, 1879. The petition to the House of Commons was similar to that to the House of Lords.

To the Right Honourable the Lords Spiritual and Temporal of Great Britain and Ireland in Parliament Assembled.

THE HUMBLE PETITION OF THE NATIONAL UNION OF ELEMENTARY TEACHERS, IN CONFERENCE ASSEMBLED.

SHEWETH,—

That in the year 1875, the Education Department with the sanction of Parliament revived the practice of granting Pensions to teachers who entered the profession while the Pension Minutes of 1847 and 1851 remained in force.

That this revival was made for the purpose of enabling the Government and Parliament honourably to fulfil the promises contained in the original Pension Minutes.

That the conditions now imposed by Article 118 of the New Code (1879) prevent the fulfilment of the promises contained in the original Minutes, and exclude from the benefits of the fund voted by Parliament, many aged and incapacitated teachers, who have satisfied all the original conditions, and who most require and deserve assistance.

Your petitioners, therefore, most humbly pray your Right Honourable House to take such steps as may be necessary to secure to those teachers who entered upon service in inspected schools before May 9th, 1862, and have fulfilled the conditions of the original Pension Minutes, the right of making application for Pensions. Your Petitioners humbly suggest that this object may be effected by (*a*) omitting Clauses 1 (*c*) 2, and 3, from Art. 118 of the Code, and (*b*) making Clause 1 (*a*) read as follows:—"Have been a teacher in a Public Elementary School or Training College, and have fulfilled the conditions of the Minutes of 1847, or 1851, relating to teachers'

Pensions." Your Petitioners further pray that a new Clause be inserted in Art. 118—providing that if in any year the whole of the sum (£6,500) voted by Parliament be not paid as Pensions, the balance should be invested to meet future additional cases.

And Your Petitioners will ever pray,

Signed by order of, and on behalf of, the Annual Conference of the National Union of Elementary Teachers, meeting in the Mechanics' Hall, Nottingham, 1879.

JOHN W. GROVE, *President.*
G. J. RANKILOR, *Vice-President.*
T. N. DAY, *Ex-President.*
R. GREENWOOD, *Treasurer.*
THOMAS EDMUND HELLER, *Secretary.*
All of 7, Adam-street, Adelphi, W.C.

III.—SUPPLY OF TEACHERS.

The subjoined memorial on the Supply of Teachers was forwarded to the Education Department early in March, 1880, after the following correspondence had passed between the Secretary of the Union and the Secretary of the Education Department:—

7, Adam-street, Adelphi, W.C.,
February 28th, 1880.

To the Right Honourable Lord George Hamilton, M.P., Vice-President of the Committee of Council on Education.

MY LORD,—The Executive of the National Union of Elementary Teachers respectfully desire to present to the Lord President of the Council, the Vice-President, and to the members of the Committee of Council on Education, a memorial on the subject of "Supply of Teachers," with special reference to the employment of pupil teachers, and the standards on which certificates are and have been, for some years, granted to acting teachers.

I have, therefore, to ask that the Lord President may be pleased to receive a small deputation who will present the memorial, and that His Grace will name a suitable day for its reception.

I am, my Lord,
Your Lordship's obedient Servant,
THOMAS EDMUND HELLER, *Secretary.*

Education Department,
6th March, 1880.

SIR,—I have the honour to acknowledge the receipt of your letter of the 28th ultimo, addressed to the Vice-President.

The Code of 1880, which has been presented to Parliament, and will shortly be published, contains some changes in the articles respecting the supply of pupil teachers and the examination of candidates for certificates.

It is too late to modify the Code further, and my Lords think that your Union will do well to await the issue of the Code.

I have the honour to be, Sir,
Your obedient Servant,
F. R. SANDFORD.

T. E. Heller, Esq.,
7, Adam-street, Adelphi, W.C.

MEMORIAL ON THE SUPPLY OF TEACHERS.

TO HIS GRACE THE DUKE OF RICHMOND AND GORDON, K.G., LORD PRESIDENT OF THE COUNCIL; TO THE RIGHT HON. LORD GEORGE HAMILTON, M.P., VICE-PRESIDENT; AND THE RIGHT HON. THE LORDS OF THE COMMITTEE OF COUNCIL ON EDUCATION.

The Humble Memorial of the Executive of the National Union of Elementary Teachers.

SHEWETH,—That your memorialists view with regret the relaxations of the conditions upon which certificates were formerly granted to teachers in inspected schools, and the admission of a large number of imperfectly qualified persons who have during the last few years been admitted to the ranks of certificated teachers. They believe that if this course be continued great injury will be inflicted on education in public elementary schools, and that the teaching profession will fail to attract and to retain the services of the best qualified persons.

That early in the year 1874 your memorialists approached the Education Department with a respectful representation on this subject. The Lord President and the Vice-President then assured your memorialists that they regretted the necessity of lowering the standard on which the teachers' certificates had been previously granted, and urged as a reason for this temporary degradation of the certificate, the abnormal demand for teachers created by the operation of the Education Acts of 1870 and 1873. Your memorialists have consequently refrained from again calling your Lordships' attention to this subject until in the interests alike of the schools and the teachers it has become a matter of pressing and increasing importance.

That your memorialists are pleased to observe that the Vice-President, in a recent speech in the House of Commons, stated "that the supply is ample for present wants, and is likely to be sufficient for all prospective wants." This opinion is, as your memorialists are informed, corroborated by the experience of principals of training colleges, as expressed in a letter recently forwarded to your Lordships by the National Society, and it agrees with that held by teachers throughout the country.

According to the official reports of the Department there were in August, 1878, 27,324 certificated teachers and 5,480 assistant teachers engaged in elementary schools. At Christmas, 1878, 3,694 additional teachers were certificated, making a total of 36,498 adult teachers. Of these, 23,618 were at the head of departments. This number of teachers, calculated at the rate of 60 scholars to each principal teacher, would supply a staff for an average attendance of 1,417,080, leaving 12,880 teachers available as assistants, who, reckoning 80 scholars for each assistant, would supply a further staff for an average attendance of 1,032,400. In addition to the adult teachers there are 34,399 pupil teachers now engaged in elementary schools who would, at the rate of 40 scholars each, supply a further staff for 1,375,960. From this it will be seen that an effective staff exists for an average attendance of 3,823,440, whereas the present average is only 2,405,197. It is further estimated by your Lordships that when all are brought into the schools who ought to be there, the average attendance will not exceed 3,500,000. If the above calculation be made

on the basis of staff required by many of the principal School Boards in the country —a more liberal staff than the minimum required by your Lordships—an excessive supply will still be apparent. Your memorialists suggest that a special grant should be paid to schools in which adult teachers are employed in lieu of pupil teachers.

Your memorialists respectfully submit that these figures show the existence of an effective staff in the country for 1,400,000 scholars more than the absolute requirements of the Department demand, and for 300,000 more than will be needed when the average attendance has reached its highest limit. If the teachers certificated at Christmas, 1879, be added, a further excess of effective staff over the average attendance would become apparent. Again reckoning that there are now 36,498 adult teachers, and that the annual waste from death and other causes is at the rate of 6 per cent., it appears that 2,190 annually pass out of the profession. At the same time the number of pupil teachers in their last year of apprenticeship ready to make good this waste is stated to be 5,698, thus showing that 3,508 teachers, or 160 per cent. more than are needed, are passing from that source alone into the ranks of elementary teachers. This percentage would be reduced by the number of pupil teachers who leave the profession at the end of their apprenticeship, but your memorialists have no information as to what extent this would affect the calculation.

Your memorialists further respectfully suggest that the time has arrived when the admission of imperfectly qualified persons should be limited, and when the operation of Art. 59 should cease. Your memorialists are of opinion that the granting of certificates to such persons without examination, or on a low standard of examination, inflicts a great injustice upon students who have undergone two years' training, and also upon pupil teachers who have passed through a term of apprenticeship in order to qualify themselves for their profession. Your memorialists believe that no person should be permitted to attend the examination for certificates, or for admission into training colleges, who has not either served a term as a pupil teacher or produced evidence of practical skill obtained by at least one or two years at actual work in a public elementary school. They are also of opinion that the probationary term after the examination for certificates should, as a rule, be passed by young teachers as assistants under certificated teachers. Your memorialists also respectfully point out that the wholesale admission of untrained persons to the status of a certificated teacher not only inflicts severe injury on the schools and the teachers, but also on the training colleges, which cannot obtain the Government grants for maintenance if the students after leaving college are not placed in schools.

That your memorialists, impressed by these considerations, humbly pray your Lordships to take into consideration the following suggestions, as tending to reduce the evil complained of:—

(*a*) That not more than two pupil teachers be allowed to each certificated teacher. Your memorialists make this recommendation in the interests of education, believing that a larger staff of adult teachers is necessary to secure the improved education now demanded by the country.

(*b*) That "acting teachers" be required to take the papers of the second year, and to have had at least one year's practical experience in school work previous to the examination before receiving their certificates, and that the same standard be adopted for them as for the students in training colleges.

(*c*) That no person be admitted to the Queen Scholarship or Certificate examinations who has not served for at least two years under a certificated teacher in a public elementary school.

(*d*) That no certificates be in future granted without examination, and that Art. 59 be therefore abolished.

(*e*) That, in order to encourage the employment of adult assistants, an extra special grant should be given to the schools in which they are engaged.

And your memorialists will ever pray.

Signed on behalf of the National Union of Elementary Teachers.
JOHN W. GROVE, *President.*
G. J. RANKILOR, *Vice-President.*
THOMAS NATHANIEL DAY, *Ex-President.*
RICHARD GREENWOOD, *Treasurer.*
THOMAS EDMUND HELLER, *Secretary.*

STANDING FORMS.

DRAFT OF RULES FOR AN ASSOCIATION.* (FORM V.)

I. That this Association be called "THE TEACHERS' ASSOCIATION."

II. That the objects of the Association be—(*a*) To promote the cause of education; (*b*) to further the professional interests of Teachers; (*c*) to encourage social intercourse among its members; and (*d*) to afford opportunities for the discussion of professional and educational topics.

III. That this Association be in connection with the National Union of Elementary Teachers.

IV. That the management of the Association be vested in a Committee, consisting of a President, Vice-President, Treasurer, Secretary, and other members, to be elected by ballot at the Annual General Meeting. Five members to form a quorum.

V. That the Vice-President of one year be the President of the next, and all vacancies occurring during the year shall be filled up by the Committee until the next Annual Meeting.

VI. That the subscription to the Association be per annum, and shall fall due on the 1st day of January in each year.

VII. That the meetings be held on the (first) Saturday in each (month) and that the meeting held in the month of be the Annual General Meeting.

VIII. A Special General Meeting may at any time be summoned by the Committee or by the Secretary on receipt of a written requisition, stating the purpose for which it is to be summoned, and signed by not less than ten members.

IX. At the Annual General Meeting a Report and Balance-sheet (duly audited) shall be presented by the Committee, the Officers (except the President) and Committee shall be elected, the Representatives of the Association on the District Union Committee shall be chosen, two Auditors, one of whom shall not be a member of the Committee, shall be appointed, and other business, of which due notice has been given (Rule X.) shall be transacted.

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* These Rules and Standing Orders may not be suitable in all respects to every locality, but are suggested as a basis on which Associations may frame their own Code of Rules and Orders.

X. At a Special General Meeting, no business shall be transacted other than that specified in the notice calling the meeting, and no business other than that specified in Rule IX. shall be transacted in the Annual General Meeting, unless notice of the same has been sent to the Secretary at least fourteen days previously, and such business has been notified to the members at least seven days before the day of meeting.

XI. That no alteration of or addition to any rule shall be made except at the Annual Meeting, or at a Special General Meeting convened for the purpose. Notice of any proposed alterations must be sent to the Secretary at least one month prior to the date of the General or Special General Meeting.

DRAFT OF STANDING ORDERS.

1. That the proposer of a motion be allowed ten minutes for his speech.
2. That the seconder and all succeeding speakers be allowed five minutes.
3. That all amendments to a motion be submitted to the Chairman in writing, with the names of the mover and seconder attached.
4. Whenever an Amendment is made upon any motion, no second Amendment shall be taken into consideration until the first Amendment is disposed of. If that Amendment be carried, it shall then be put as a substantive Motion, upon which a further amendment may be moved. If the Amendment be negatived, then a further Amendment may be moved to the original question, but only one Amendment shall be submitted for discussion at one time.
5. That the decision of the Chairman on any point shall be final.
6. That no member be permitted to speak more than once on the same proposition, except the proposer, who shall have the right of reply.
7. That any discussion may be closed by a resolution "That the question be now put," being moved, seconded, and carried; such resolution to be put to the meeting without debate.
8. That when the Chairman rises to speak members shall immediately take their seats.
9. That every resolution shall be put to the vote by a show of hands, no division to be taken unless the vote be challenged.

DISTRICT UNIONS (Form VII.)

The Rules given below are suggested by the Executive, as suitable for adoption by District Unions. They are *suggested* for the sake of securing something like uniformity of design and unity of purpose in all the District Unions. As integral portions of the N. U. E. T., the Unions in different parts of the country should be based on the same principles, should exercise the same functions, and should in some degree correspond with each other in size and influence. It is hoped that, when in working order, the District Unions may be sources of strength to the National Union, by becoming centres of professional influence, by assisting the administrative work of the

Executive, and by gathering into their Local Associations the whole body of Teachers residing within their respective areas.

In forming District Unions the following facts should be borne in mind :—

1. That under all circumstances, the "*Unit of Union*" with the National Union of Elementary Teachers must be the Local Association, and that each association is in *direct* union with the National Union of Elementary Teachers.

2. That perfect liberty to join, or to refrain from joining a District Union is secured to each Local Association without in any way interfering with its connection with the National Union.

3. That each District Union may elect a representative on the Executive.

DRAFT OF RULES FOR A DISTRICT UNION.

1. That this Union be called "THE DISTRICT UNION OF ELEMENTARY TEACHERS," and shall consist of such Associations as may unite to form it.

2. That the object of this Union shall be to promote a friendly co-operation amongst all the Teachers' Associations of the District, and to afford opportunities for the teachers in the district to assemble for the purpose of interchanging opinions on subjects of professional importance.

3. That the management of the Union be vested in a Committee, consisting of a President, a Vice-President, a Treasurer, and a Secretary, to be elected at the annual meeting from a list of nominated candidates, together with a Committee of Representatives elected by the Association in Union, (seven) members to form a quorum in any duly constituted meeting.

4. That each association in Union may nominate one candidate for each office, other than the Committee, provided such nomination be sent to the Secretary of the District Union not less than seven days before the annual meeting. In default of any nomination being made, the Committee to nominate suitable candidates.

5. That the number of representatives of any association on the District Union Committee of Management be, *one* for the first five members, *two* for more than twenty members, *three* for more than fifty, *four* for more than a hundred, and *one* for each complete additional fifty members of any such Association.

6. That the ordinary meetings of the Union be held half-yearly, at such time and place as may be determined by the District Union Committee. Each Association shall have as many votes as it has members. All members of Local Associations may attend these meetings and take part in the proceedings, but all voting power shall be vested in representatives duly elected for the purpose.

7. That a special meeting of the Union may at any time be called by the Secretary at the request of the Committee, or by a requisition signed by not less than (thirty) members, and stating the object of the meeting.

8. That an agenda of the business to be brought before any meeting shall be prepared by the Committee, and no other business shall occupy the time of the meeting until that on the agenda has been exhausted,

provided always that this rule may be temporarily suspended, in case of emergency, by a special resolution of the meeting.

9. That the Committee shall prepare a Code of Standing Orders for the regulation of the proceedings of meetings, and that it be approved at each meeting of the Union previous to any other business being transacted.

10. That the amount to be contributed by each Association in Union to meet the expenses of the District Union Committee shall be at the rate of (six) pence per annum from each member, and that any deficiency of funds be met by a *pro rata* levy on each Association in Union.

11. That it shall be the duty of the Committee, among other things, to give prominent attention to the following :—

(1) To carry out and complete the organisation of the N. U. E. T. in its district by (*a*) forming Local Associations at suitable centres, and (*b*) assisting Associations to secure the membership of all Teachers in the district.

(2) To encourage and strengthen Local Associations by (*a*) suggesting suitable topics for discussion, (*b*) spreading information as to best methods of working the Associations, and (*c*) arranging for occasional visits to Association meetings from the members of the District Union Committee.

(3) To organize public meetings for the discussion of educational topics at least once a year.

(4) To hold half-yearly meetings of the various Associations in the District Union (*a*) for the discussion of resolutions for the Annual Conference of the N. U. E. T., sent from Local Associations ; (*b*) for the exhibition of educational apparatus ; and (*c*) for the transaction of the General Business of the District Union. In these meetings the voting power of the Local Associations shall be exercised only by Representatives duly elected for the purpose, but all members may attend and take part in the discussions.

(5) To deal (in the District Union Committee) with any "cases of difficulty," submitted for their consideration, and, if necessary, to send such cases on to the Executive.

(6) To note the action of public bodies (more especially the Education Department, Parliament, and School Boards) on educational questions, to communicate with, and interview the members of Parliament when necessary, and to seek assistance and co-operation from the Public Press.

(7) To collect information respecting the particulars of appointment in their districts and to supply such information to members of the N. U. E. T. when requested.

(8) To encourage the formation of Local Agencies and Local Boards in connection with the Teachers' National Provident Society, and the Teachers' Benevolent Fund, and to generally promote the welfare of these Funds and that of the Teachers' Orphanage and Orphan Fund.

DOCUMENTS ISSUED BY THE EDUCATION DEPARTMENT.

REVISED REGULATIONS
AS TO CERTIFICATES OF AGE, SCHOOL ATTENDANCE, AND PROFICIENCY.

(Elementary Education Act, 1876, sec. 24.)

Presented to both Houses of Parliament by command of Her Majesty.

AT THE COUNCIL CHAMBER, WHITEHALL,
The 29th day of March, 1879.

BY THE LORDS OF THE COMMITTEE OF HER MAJESTY'S MOST HONOURABLE PRIVY COUNCIL ON EDUCATION.

The Lords of the Committee of Privy Council on Education, by virtue and in pursuance of the powers in them vested under the Elementary Education Act of 1876, and of every other power enabling them in this behalf, do order, and it is hereby ordered, that the following regulations *be substituted* for those contained in the Orders, dated the 9th day of February*, 1877, *and the 2nd day of April*, 1878,—

With respect to Certificates of Age, School Attendance and Proficiency for the purpose of the Elementary Education Act, 1876 :—

1.—Any parent or other person interested in the education or employment of a child, may apply to the local authority, or local committee of the district in which the child resides, or to the managers of any certified efficient school in which the child is, has been, or wishes to be a scholar for forms in which to obtain, on behalf of the child, any of the following certificates, viz. :—

A certificate of age ;
A certificate of school attendance ;
A certificate of proficiency ; or for
A *Child's School Book* combining these three certificates.

CERTIFICATES OF AGE.

2.—A certificate of the date of a child's birth will be granted by a registrar or superintendent-registrar of births and deaths in a form prescribed for the purpose by the Local Government Board, pursuant to the 25th section of the Elementary Education Act, 1876. The fee for such certificate is not to exceed 6d. *(Order of Local Government Board, dated 22nd February*, 1877).

3.—When a local authority, under the power given by the 26th section of the Elementary Education Act, 1876, have obtained a return of the births of children in their district which will enable them to grant age certificates to individual children, they shall, on the application of any

* *N.B.—The alterations are shown in italics.*

parent or other person interested in the education or employment of a child, grant such certificate under the hand of their clerk, or other officer deputed for the purpose, for a fee not exceeding 4d. for each child. This certificate is to be given either on a special form or in the child's school book referred to below. (Regulation 20.)

4.—A register shall be kept by the local authority of the name, parentage, date of birth, and residence of every child to whom a certificate of age is granted under the preceding regulation.

CERTIFICATE OF SCHOOL ATTENDANCE.

5.—*Any local authority*, parent, or other person interested in the employment or education of a child under fourteen, may require the principal teacher for the time being of any certified efficient school, which such child has attended, to furnish a certificate specifying the number of school attendances made by the child in the school during each year, since the age of five, for which the school registers are preserved.

6.—The teacher shall *enter* such certificate in *a Child's School Book (Regulation* 20*) or in* a form prescribed by the Education Department, in the first case free of charge, and for a fee not exceeding 1d. for each year's attendance in *the case* of the second or any subsequent certificate, that may be demanded in respect of such child.

7.—The school registers of every certified efficient school shall be carefully preserved by the managers for at least ten years, and any teacher taking away or destroying such registers, may be dealt with as under Regulation 25. If a school is discontinued, the registers are to be handed over to the local authority of the district.*

CERTIFICATES OF PROFICIENCY.

12.—Certificates of proficiency will be granted *to children above* 10 *years of age*, after an examination held, as hereinafter described, by one of Her Majesty's Inspectors of schools or his assistant. No separate examination of individual children will be held for the purpose.

13.—The Inspector, after any visit paid, with notice, to a certified efficient school, will grant such certificates as may be required for children who have reached the Standard prescribed by, or pursuant to the provisions of, the Elementary Education Act, 1876, or of any bye-law of the local authority of the district, or of any Act for regulating the education of children employed in labour.

14.—Certificates will be issued for those scholars only who pass in all the three subjects in the prescribed Standard or in a higher Standard.

15.—For the purpose of these certificates the Inspector or his assistant will examine—

1.—Any scholars in the school;

2.—Other children resident in the district, not being scholars in the school, allowed by the managers to attend the examination, on the application of the local authority of the district, or of a local committee.

* The former Regulations (8-11) requiring an annual Return of Attendance for the civil year has been cancelled.

16.—When the candidates for certificates of proficiency in a district, not being scholars in a certified efficient school, are more than fifteen in number, application for a *special examination* may be made by the local authority, or by a local committee, subject to the following regulations :—

(*a*) The application shall be sent to the Inspector for the district not less than twenty days before the date at which it is desired that the examination should be held.

(*b*) The local authority, or local committee, must specify the number of children to be presented for examination, and must undertake—

That all children within their district for whom certificates are needed will be allowed to attend the examination ; and

That a convenient room will be provided for the examination on such day and at such hour as shall be fixed by the Inspector.

17.—The special examination may also be attended by any child qualified by age for full time employment who, having failed to pass, at the examination of its school, in one or more of the three subjects in the Standard prescribed in the district, either by the Act of 1876 or by the bye-laws of the district, wishes to be examined again for the purpose of obtaining a certificate.

18.—A child cannot be examined a second time until three months have elapsed since the date of the examination at which it failed, and must on each occasion be examined in all the three subjects of the Standard in which it is presented.

19.—The Inspector will not grant certificates to individual children. He will forward to the managers of each certified efficient school at which he has held an examination, and to the local authority, or local committee, in the case of each special examination, a schedule showing the results of the examination of each child, and deputing the teacher of the school, or an officer of the local authority or local committee, to grant a certificate to *any child who has passed successfully ; which certificate shall be granted on presentation of the prescribed form* (*Regulation* 1).

(*a.*) When this schedule is sent to the managers of a school, or to a local committee, they shall *carefully preserve it for at least five years ; and if a school is discontinued the managers shall hand over to the local authority of the district the schedules then in their possession.*

Child's School Book.

20.—A form, with this title, will be prepared which will combine all the three above-mentioned certificates. It will thus show the child's date of birth, attendances at school, and the Standards which it may successfully pass during its school life. The form with its certified entries will also serve as a pass to work, which can be shown to any person who may wish to take the child into his employment.

21.—The production of this form is, in accordance with Article 19 B. 6 in the Code of the Department, in the case of every child admitted to a public elementary school after the 1st of January, 1878, a condition of the child's examination for a grant to the school.

(*a.*) *If* the local authority think fit to dispense with the registrar's cer-

tificate, it shall be lawful for the local authority *to direct that* on the production of a baptismal certificate, an extract from the vaccination register, *or other reasonable evidence*, an entry shall be made in the Child's School Book, under the hand of their clerk or other person specially deputed for the purpose (such as a school manager, teacher, or other responsible person resident in the school district), of the age of the child at the time when such entry is made. The entry *in such cases should expressly state that the person making it has been deputed for the purpose by the local authority; and* when once made must not be altered.

(*b*.) It shall not be competent for the local authority to insist upon the production of the registrar's certificate of birth, where the managers of a school offer reasonable evidence of the age of a child, unless the local authority are prepared to pay the whole cost of procuring the registrar's certificate. *Any question as to the reasonableness of the evidence* (*under* a *and* b) *should be referred to the Education Department.*

22.—The form, on the child's admission to a school, will be given up to the teacher, who will keep it, and at the end of every year make an entry of the child's attendances (after five years of age) and of any Standard in which the child may have passed successfully (Regulation 19) during the year. The form will be given back on the child leaving the school, either or work or to go to another school.

GENERAL.

23.—All the forms referred to in these regulations (*except the Child's School Book*) shall be kept by every local authority, from whom they are to be obtained free of cost or charge, except in the cases where any fee is specially allowed.

23 (*a*.)—The forms may be procured from the Education Department by the local authority, who shall supply such number of copies as may be necessary to any local committee appointed by them, or to the managers of any certified efficient school in their district.

24.—*The Child's School Book may be purchased by the managers of schools through the ordinary channels of trade, and is to be supplied by them gratuitously to every scholar on admission.*

25.—If a teacher makes a charge for an entry in any form not expressly sanctioned in these regulations, or refuses to make an entry from the school registers in a form presented to him for the purpose, *the case will be dealt with by the Department under Article* 69 *of the Code.*

26.—No certificate, purporting to be granted under these regulations, will be recognised unless given in one of the printed forms prescribed for the purpose by the Education Department.

27.—In these regulations—

(*a*) The term "local authority" means a school board, or a school attendance committee (*Elementary Education Act*, 1876, secs. 7 and 33).

(*b*) The term "local committee" means a committee, appointed by a school attendance committee, for a parish, or other area, in the district of such local authority (*ibid.*, sec. 32).

(*c*) The term "certified efficient school" means a public elementary

school and any elementary school which is certified by the Education Department to be an efficient school *and any workhouse school certified to be efficient by the Local Government Board* (*ibid.*, sec. 48).

(*d*) The term "attendance" means the attendance of a child at a morning or afternoon meeting of a school, during not less than two hours of instruction in secular subjects if above, or one hour and a half if under, seven years of age.

(*e*) The term "year" means the civil year.

Workhouse Schools.

28.—*In the case of Workhouse Schools, certified to be efficient by the Local Government Board, and in which registers of attendance are duly kept, pursuant to an Order of the said Board,—*

(1.) *The term "attendance" has the meaning prescribed by the Order of the Local Government Board, dated 27th of October,* 1877.

(2.) *Certificates of school attendance will be granted to the scholars, by one of the principal teachers of the school, or by the clerk, or other officer of the guardians deputed for the purpose.*

29.—*Certificates of proficiency, in the case of children in Workhouse Schools, will be granted, after examination, by one of the School Inspectors of the Local Government Board, and not by Her Majesty's Inspectors, or their Assistants.*

F. R. SANDFORD, *Secretary.*

REGULATIONS AS TO PAYMENT OF SCHOOL FEES FOR CHILDREN HOLDING HONOUR CERTIFICATES.

ELEMENTARY EDUCATION ACT, 1876, SEC. 18.

At the Council Chamber, Whitehall, the 9th day of February, 1877, *and the 2nd day of April,* 1878, *by the Lords of the Committee of the Privy Council on Education.*

The Regulations printed in italics are those contained in the order of the 2nd of April, 1878.

The Lords of the Committee of Privy Council on Education, by virtue and in pursuance of the powers in them vested under the Elementary Education Act of 1876, and of every other power enabling them in this behalf, do order, and it is hereby ordered as follows :—

With respect to the payment of school fees under the Elementary Education Act, 1876, on behalf of children who obtain certain certificates of proficiency and due attendance at school :—

1.—If a child attending a public elementary school, being less than 11 years of age at the yearly examination of the scholars of such school for annual grants, is certified in a form to be prescribed for the purpose by the Education Department,—

(*a.*) To have passed in each of the three subjects of reading, writing and arithmetic, in the Standard fixed by the fourth or any higher Standard of the Code of the Department; and

(*b.*) To have made 350 attendances, after five years of age, in not more

than two public elementary schools during each year, for four* previous years.

The school fee charged for each such child at any public elementary school, in the course of the next three years, may be paid by the Department,—

(*c.*) *The* previous years *referred to in Regulation* 1 (*b*) *are the years immediately preceding the date of the scholar's examination.*

(*d.*) *The fee paid for a child shall not exceed* 6*d. per week, or such fee as would have been paid for the child but for this Order.*

(*e.*) *No fee shall be charged for a child in addition to the fee paid for it under this Order.*

2.—Not more than 10 per cent. of the children above seven years of age presented for examination in a school in any year shall become entitled to payment of their fees under this order, and if the children qualified for such payment exceed the said percentage, those who have attended the greatest number of times shall have the preference.

3.—The continuance of the payment of the fee for a child shall be conditional upon the child (*a*) attending one school in each school year for not less than 350 attendances in the year, (*b*) obtaining at the end of the year a certificate of proficiency in reading, writing, and elementary arithmetic, according to a Standard higher than the Standard passed at the end of the previous year, and (*c*) passing in one of the specific subjects of secular instruction contained in the Fourth Schedule in the Code of the Education Department.

(*a.*) *The payment of the fee for a child at the end of any year shall be subject to the same conditions as those which affect the continuance of the payment of the fee for the ensuing year.*

(*b.*) *Special allowance will be made by the inspector in examining scholars when, from a change in the yearly date of inspection, the school has not been open* 400 *times in the year.* (*Article* 13 *of Code.*)

4.—For the purpose of this Order there shall be deemed to be a *seventh* Standard in the Code of the Department, comprising a thorough proficiency in reading, writing, and elementary arithmetic, as prescribed by the Six Standards set forth in the 28th Article of that Code, with the addition of interest (simple and compound).

5. Every school by previous attendance at which a child is qualified for obtaining the payment of fees, and the school at which the fees are paid by the Department, shall be a school, or a department of a school, at which the ordinary school fee does not exceed 6d. a week.

(*a*) *The ordinary school fee shall be held to exceed* 6d. *a week if more than* 20 *per cent. of the children attending the school pay more than that sum.*

6. The school at which a child's fee is paid need not be the same as that at which the examination qualifying the child for such payment was passed.

7. The fees paid under this order shall be paid to the managers, at the same time with the grant, under the Code of the Department, and are to be reckoned as school pence, for the purposes of Article 32 (*a*) of that Code.

8. A special certificate of honour will be granted by the Department to every child who becomes qualified for payment of fees under this order.

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* In 1881 this will be raised to *five* years.

9. *A child does not forfeit an honour certificate by moving from one school to another in the course of the year; but no fee can be paid by the Department until the child has made* 350 *attendances in the second school.*

F. R. SANDFORD, *Secretary.*

THE CODE OF 1880: ALTERATIONS.

The Code of 1880, contains the following new or modified Articles:—

3. (*a*.) Elementary Schools (Article 4) for children *whose attendance at school is assumed not to extend beyond their fourteenth year; and*

4. Footnote:—

This rule will be held to be violated if more than 10 *per cent. of the scholars pay above* 9*d. per week. The school fee must cover all the instruction given in the school.*

8. Officers are employed to *collect information, to examine whether "the conditions required to be fulfilled by an elementary school in order to obtain an annual Parliamentary Grant" have been fulfilled, and to report the results to the Department, with whom it rests finally to determine whether these conditions have been fulfilled.*

15. (*b*) Teachers cannot act as managers of, or correspondents for, the schools in which they are employed; nor can they be recognised by the Department *on the staff* (Article 39) *of any school to which grants are made, if they are* members or officers of School Boards.

17. (*e*) *Due* notice is given to the Department.

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17. (*f*) The girls in a day school are, *as a rule*, taught plain needlework.

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19. A. (2) 1s. (*or* 6*d.*) if singing *from notes* (*or by ear*) forms part of the ordinary course of instruction.* April 1st, 1881. (Article 122.)

19. B. 1 (*h*) and 2 (*b*) FOOTNOTE:—*The lower rate* (*a*) *only will, as a rule, be allowed if children above nine years of age are retained in the school.*

19. B. 3. No grant will be paid (*under this Article or Article* 21) for any scholar who passes in only one of these three subjects (Article 29 *b*).

19. C. 1. The sum of 2s. (*or* 4s.) per scholar (*c*) according to the average number of children, above seven years of age, in attendance throughout the year (Article 26), if *the classes* from which the children are examined *above Standard I. pass a creditable examination in any one* (*or two*) *of such definite subjects of instruction*† *as are shown by the time table to have been taught throughout the*

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* *In infant schools* 1s. *may be paid for singing by ear.*

† *E.g., geography, natural history, physical geography, natural philosophy, history, social economy, &c.*

The class subjects (some of which, in the form of object lessons, may have been begun in the infant school) may be taught continuously throughout the school; or the school may be arranged in two divisions, the upper division (Standard V. and upwards) taking one subject, and the lower division another;—such as natural history in the lower division and natural philosophy or geography in the upper. The two subjects will, in this latter case, for the purpose of a grant, be treated as one; and one half of the scholars examined in each subject must pass creditably to entitle the school to a (2s.) *grant.*

*year through reading lessons, illustrated, if necessary, by maps, diagrams, specimens, &c., and according to a graduated scheme which the Inspector reports to be well adapted to the capacity of the children.** 1st October, 1881.

19. C. 2. *Grammar and plain needlework may be taken as subjects under this paragraph (C).* The extent of the examination in grammar is indicated by the passages printed in italics in Article 28. The examination in needlework will be conducted according to the Third Schedule, and will extend to the girls presented in Standard I. 1st October, 1881.

19 C. 5. *Footnote :—*

Examination on paper will, as a rule, be confined to scholars *above* Standard *IV.*

19. C. 6. Only 1s. (*or* 2s.) per head will be paid under this paragraph (C.), unless 20† per cent. of the scholars examined under Article 19 B. 2 (*a.*) are presented in Standard IV. and upwards.

19 C. 7. *In mixed schools, if the girls take needlework and the boys another subject, a grant may be paid on the average attendance of boys and girls separately.* 1st October, 1881.

20. 150 attendances *may be* accepted in place of 250 (Article 19 B.) in the case of scholars who,—

(A.) Being ten years of age or upwards,

(1.) *In districts under bye-laws, have passed the Standard fixed by such bye-laws for total or partial exemption from the obligation to attend school.*

(2.) *In other districts,* are certified by the managers to be beneficially and necessarily at work when not at school; *having either*

(*a.*) *Passed the third (or after 1st January,* 1881, *the fourth) Standard : or*

(*b.*) *Obtained certificates of previous due attendance at school for four (or after 1st January,* 1881, *five) years.*‡ 1st October, 1880.

21. *a.* A grant of 4s. per subject may be made for every day scholar, presented in Standards V. *and* VI. (Article 28) who passes a satisfactory examination in not more than *two* of such subjects, *which have not been taken during the year, as class subjects (Article* 19 *C.).* 1st October, 1881.

21. *e.* A scholar may not be examined a second time in the same stage of a specific subject, *unless entitled to be presented under Article* 29 *b*; nor, after being examined in a subject, may the scholar change it for another before completing § the first.

21. *f.* Every girl presented under this Article, *in schools to which grants are due* after the 31st August, 1880.

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25. Attendances may not be reckoned for any scholar in a day school under 3 or above 15,‖ or, in an evening school, under 12 or above 21 years of age. 1st April, 1881.

28. Reading.¶—Standard II.—To read a short paragaph. Standard III.—To

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* *This change will take effect in schools to which grants fall due after 30th September,* 1881; *and the scheme should be submitted to the Inspector for approval at his previous annual visit.*

† This proportion will be raised (in the case of schools to which grants fall due on and after the 30th of April) in 1881 to 25 per cent.

‡ See Elementary Education Act, 1876, *Schedule I.*

§ *See footnote* (*) *to Schedule IV.*

‖ *To give time for one examination after the scholar is* 14 (*Article* 3).

¶ Reading, *after Standard I., will be held to include intelligence and fluency increasing with each standard. It* will be tested in the ordinary class books, if approved by the Inspector; but these books must be of reasonable length and difficulty, and unmarked. If they are not so, books brought by the inspector will be used. Every class ought to have two or three sets of reading books. The class examination (Article 19 C.) will be conducted so as to show the intelligence, and not the mere memory of the scholars.

read a short paragraph. Standard IV.—To read a few lines of prose or poetry. Standard VI.—*Improved reading.*

Writing.—Standard III.—A sentence slowly *read out once, and then* dictated from the same book. Standard IV.—Eight lines slowly *read out once, and then* dictated from a reading book.

Arithmetic.*

Grammar. Standard II.—(1.) To point out the nouns *and verbs* in the passages read or written. Standard III.—(1.) To point out the nouns, verbs, adjectives, *adverbs, and personal pronouns.*

N.B.—As to the words printed in italics, *see* Article 19 C. 2. *For other class subjects (to be arranged with the Inspector)* see *Article* 19 *C.* 1.

47. (*b.*) Candidates who are upwards of 21 years of age, and have either—

1. *been employed for not less than two years as provisionally certificated teachers* (*Article* 60) *; or*
2. served as *assistant teachers* (*Article* 79), for at least twelve months, in *inspected* schools under certificated teachers, *and* obtained a favourable report from an inspector *on their skill in teaching, reading, and needlework* (*women*). 1st January, 1881.

70. (*g.*) That not more than *two*† pupil-teachers are engaged in the school every certificated teacher serving in it. 1st April, 1881.

70. (*h.*) When the average attendance exceeds 180, a second adult, certificated or assistant (Article 72) teacher will be required. 1st April, 1881.

70. (*i.*) Two stipendiary monitors will be allowed—

1. In place of a *third* pupil-teacher required by Article 32 (*c*) ; or
2. If less than *three* pupil-teachers are required by Article 32 (*c*) to fill, for two years, the place of one of them. 1st April, 1880.

75. (*b.*) That the vacancies are *duly* reported to the Department (Article 17 *e.*)

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106. . . . . The application must be renewed annually (*before the same date*) to the Inspector, *and not to the Department.*

113. (*b.*) Footnote:—

A child may pass for payment in two subjects (*Article* 19 *B.* 3), *but for a certificate of proficiency* (*Elementary Education Act*, 1876, *Schedule I.*) *is required to pass in all three.*

118. (3.) Applications for a pension will be received only from the managers of the school *or training college* in which the teacher is serving at the date of retirement.

122. The changes in this Code will not affect annual grants falling due before the 30th of April, 1880, *or, in the case of certain articles, before the date prefixed thereto. Till that date, the corresponding provisions of the Code of* 1879 (*Appendix No.* 1) *remain in force.*

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* The work of girls will be judged more leniently than that of boys ; and the Inspector may examine scholars in the work of any standard lower than that in which they are presented ; *and in Mental Arithmetic suitable to their respective standards.*

† *The reduction from three to two pupil-teachers, and the consequent changes in subsections* (*h.*) *and* (*i.*), *will commence with the schools to which grants become due after* 30*th March*, 1880.

THIRD SCHEDULE.

NEEDLEWORK.

5. *In schools to which grants are due after the 31st March*, 1880, the grants under Article 19, *c.* 2 will be made to girls' schools in which needlework is taught to the extent of the *fifth* stage (inclusive). In 1881 the *sixth* stage will be required.

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6. One shilling per head of the grant for infant girls (Article 19. A 1.) *is* conditional upon their passing a satisfactory examination according to this Schedule.

Pupil Teachers (*Girls*).—Pupil teachers of the first year will be expected to work well, and to be able to teach all that is required in the first three stages, and to advance a stage in each successive year of their engagement. After the 31st of March, 1881, some further special work *may* be prescribed for pupil teachers in each year.

FOURTH SCHEDULE.

1. English Literature.*—1st stage: *Two* hundred lines of poetry. . . . . N.B.—*This stage may be taken* only *with Standard* V. 2nd stage: Two hundred *and fifty* lines of poetry. . . . . N.B.—*This stage may be taken* only *with Standard* VI.

APPENDIX No. 2.

Regulations as to payment of school fees for children holding honour certificates.

APPENDIX No. 3.

Revised regulations as to certificates of age, school attendance, and proficiency.

(*Copy.*)

[Circular 153.

CIRCULAR TO H.M. INSPECTORS—ENGLAND AND WALES.

EDUCATION DEPARTMENT, WHITEHALL.

16*th January*, 1878.

SIR,—As it has now become evident that, by the operation of recent legislation, the great majority of the labouring classes will be virtually compelled to send their children to Public Elementary Schools, which are aided, and therefore to a large extent regulated, by the State, a heavy additional responsibility is imposed upon the Government with respect to the character of the Schools in which these children will be obliged to spend all their school-life.

It becomes, therefore, more than ever the duty of the Education Department to do all in their power to secure both that the most suitable and useful instruction, and such as is mostly desired by their parents, is furnished for the children, and that their moral training is fully provided for during the years which they will be compelled to spend in Public Elementary Schools. To enable the Department to fulfil this duty, the Lords of the Committee of Council on Education must principally rely upon the action and influence of Her Majesty's Inspectors in their respective districts; and from their knowledge of the zeal and public spirit of their officers, they feel that they may rely with confidence upon their cordial co-operation. Considering, however, the great increase in the staff of Inspectors since

1870, and the large number of recent appointments,* and looking also to the increased responsibility now cast upon the Inspectors by the important changes in the educational system which have been made in the last three years both by Legislation and by the Codes, further directions appear to be desirable.

In conveying to you the following Instructions from their Lordships, I am desired to inform you that, in arriving at the conclusions which are herein embodied, they have carefully considered the Reports of the most experienced Inspectors during the last four years, as well as the many representations made to them during that period by the Managers of Schools, and by other persons of knowledge and experience in educational matters.

Education Act.—With regard to your action respecting the recent Education Acts, detailed directions are not needed, as their Lordships have no cause for doubting that you will as heretofore do all in your power to promote their successful working, being careful to maintain an entire impartiality between Schools under different kinds of management, and to avoid even the appearance of using your influence in favour of either Voluntary or Board Schools, or of taking a part in local differences on these matters.

There are, however, some general instructions with regard to these Acts to which I am desired to call your attention.

While their Lordships are most anxious that you should afford to any Local Authorities that may apply to you, the benefit of such advice, on matters covered by your instructions, as may assist them in bringing into full and satisfactory operation the important powers with which they have been entrusted, it is necessary that you should bear in mind, in the case of School Attendance Committees appointed by Boards of Guardians, that they are mainly responsible to the Local Government Board, and are assisted and advised in the discharge of their duties by the Inspectors of that Board. You will, therefore, be very careful in your communications with such committees to show that you have no authority to dictate to them, or, unless specially directed to do so by this Department under section 27 or 43 of the Act of 1876, to ask for an account of any of their proceedings.

I should inform you, at the same time, that, during the present year, you will probably be specially directed, under the Act of 1876, to report to their Lordships any parts of your district in which the Local Authorities are not thoroughly fulfilling the duties imposed upon them by those Acts, in respect of the education, the School Attendance, and the employment of the children of their Districts.

Conscience Clause.—If any cases are brought before you, or come to your knowledge, of an infraction of the seventh section of the Act of 1870, *i.e.*, the Time Table Conscience Clause, you will not fail, acting in the spirit of the Act of 1876 (sec. 7), forthwith to communicate with their Lordships on the subject; and you will take special care to point out to School Managers and Teachers the importance of the strictest adherence, in letter and spirit, to the provisions of that Conscience Clause, and to remind them, where

* The Staff of Inspectors has risen from 73 in 1870, to 120 in 1877.

necessary, of the total forfeiture of grant which their Lordships would at once inflict, should those provisions be persistently evaded or neglected. It should never be forgotten that a child withdrawn from the whole or part of the religious teaching or observances of a School, should in no way be subjected to disparaging treatment on account of his parent having thought fit to avail himself of his statutory right in this matter. But, on the other hand, in your communications respecting the arrangements of the Time Tables, you will remember that you have no right to interfere in any way with the liberty allowed by statute to Managers of providing for religious teaching and observances at the beginning and end of the two daily School meetings. In your allusions to this subject and to the Conscience Clause, you will be most careful not to lead Managers or Teachers to suppose that the complete provision which has now been made by the Legislature for protecting the rights of conscience, as an essential part of a system of compulsory attendance, and the limitation of the necessary examination by Her Majesty's Inspectors to secular subjects, imply that the State is indifferent to the moral character of the Schools, or in any way unfriendly to religious teaching.

Character of Schools and Teachers.—In connection with this subject, as affected by the Code, and your own action as a representative of the Department, I have to direct your attention to their Lordships' views respecting the moral character of the Schools, and the character and condition of the Teachers.

My Lords are anxious that you should lose no suitable opportunity of impressing upon both Managers and Teachers the great responsibility which rests upon them, over and above the intellectual teaching, in regard to the moral training of the children committed to their charge. You will express your special approbation of all Schools where, from knowledge which you have gained by repeated visits, you observe that a high moral tone is maintained; you will not fail to enlarge upon the Article (19A)* in the Code respecting Discipline as showing the interest taken by Parliament and by their Lordships in this all-important subject; and, where it is not satisfactorily attended to, you will not hesitate to recommend a reduction of the grant. You will, in the spirit of that Article, urge the Managers to do all in their power to secure that the Teachers maintain a high standard of honesty, truth, and honour in their Schools, and that they not only inculcate upon the children the general duty of consideration and respect for others, but also the special duty of obedience to, and reverence for, their parents.

Personal oversight of the Schools by Managers.—Their Lordships have observed with great regret the large number of cases of falsification by

* "The Inspector will bear in mind, in reporting on the organisation and discipline, the results of any visits without notice (Article 12) made in the course of the school year; and will not interfere with any method of organisation adopted in a Training College under inspection if it is satisfactorily carried out in the School. To meet the requirements respecting discipline, the managers and teachers will be expected to satisfy the Inspector that all reasonable care is taken, in the ordinary management of the School, to bring up the children in habits of punctuality, of good manners and language, of cleanliness and neatness, and also to impress upon the children the importance of cheerful obedience to duty, of consideration and respect for others, and of honour and truthfulness in word and act."

ıers of the Registers of Attendance which have been brought to their e. They have felt it their duty to visit in the severest manner all cases liberate fraud, as it is obvious that persons who are guilty of such frau- ıt acts are unfit for the care of children. You will therefore be careful mind teachers, at proper times, of the very serious nature of such ces. The reduction of the Grant which is made in many of these cases, it is hoped, lead Managers to see that it is their interest, as well as duty, to give close attention to the details of the daily working of the ɔls under their control. The experience of many years has shown that ıest Schools have generally been those where the Managers exercise a ınal supervision over them, and are in constant friendly intercourse the Teachers and the children. My Lords have been sorry to find many of the largest Schools have in the last few years been deficient in great element of usefulness, and that accordingly a much lower tone prevailed amongst Teachers and children in these cases. My Lords that you will lose no opportunity of endeavouring to secure for all the ren of your district the advantage of this supervision, by informing the ıgers of the importance which their Lordships attach to their personal ence over the Schools for which they have accepted the responsibility, most valuable part of the educational system of the country; and you do all in your power to support the authority of the Managers over their ols. The friendly interest and supervision of the Managers is particu- needed in the case of the young Teachers of both sexes in large towns; being often strangers to the place and living alone in lodgings, without ds or relations, should be the object of their special care. You will ıfore inquire from time to time, whether the Managers take a personal est in the conduct, comfort, and well-being of these young persons, as Lords consider this matter to be of great importance, not only to the hers themselves, but to the children who are entrusted to their care, who must be much affected by the characters and example of their in- tors.

ıpil Teachers.—It is needless to remind you that the condition of the l Teachers of your District should receive your very careful considera- My Lords have reason to fear that sufficient care has not been ɔwed upon them in many cases, either by Managers or Teachers. You do well therefore to bespeak the special attention of the Managers to important subject. You will oppose the appointment of sickly pre- ıus children as Pupil Teachers, and you will insist upon good health as ıential qualification for those who aspire to the Teacher's office. You ld warn the Managers and Teachers against allowing teachers of this er age to be overworked, and should point out to them that under the ed Memorandum of Agreement, arrangements can be made, with ; general advantage to the School, by which the Pupil Teachers may be ved a portion of the School hours for their own instruction or prepara- of lessons, provided that the time so employed is devoted exclusively, their five hours of special instruction, to the subject prescribed by the ı. You should discourage the habit of sacrificing to the preparation eir lessons the times allotted for meals, and you should specially warn hers of the serious effect upon the health of the female Pupil Teachers

—girls of fourteen to eighteen years of age—of being kept standing all day at work in their Schools. You should endeavour to secure that the Pupil Teachers receive a regular course of systematic instruction from their Teachers, instead of a mere "cram" preparation for examination, and you should do all you can to maintain in the Teachers and Managers a sense of responsibility for the formation of the character as well as the attainments of their Pupil Teachers.

Code.—I pass on to call your attention to the large changes made in the Code during the last two years, to the objects their Lordships had in view by those changes, and to the manner in which they desire you to work them. You will probably have observed that their Lordships' object throughout has been, over and above the acquisition by every child of the bare ordinary rudiments of educatien, to promote the development of the general intelligence of the Scholars rather than to seek to burden their memories with subjects which, considering the early age at which the majority of children leave School, would not be likely to be of use to them; and also to encourage such training in School, in matters affecting their daily life, as may help to improve and raise the character of their homes. With respect to the Ordinary Rudiments, you will urge the Teachers, as far as they are concerned, not to be satisfied with just enabling the children to pass the standard examinations which set them free from compulsory attendance, but to endeavour to provide that all children before they leave School shall at least have acquired the power of writing with facility, of using the simple rules of arithmetic without difficulty, and of reading without exertion and with pleasure to themselves. As regards History and Geography, you will encourage, as far as you can, such teaching as is likely to awaken the sympathies of the children. Their attention should be specially directed to the interesting stories of History, to the lives of noble characters, and to incidents which tend to create a patriotic feeling of regard for their country and its position in the world; and while they should be made acquainted with the leading historical incidents that have taken place in their own neighbourhood, and with its special geographical features, an interest should be excited in the Colonial and Foreign Possessions of the British Crown.

Books.—Though their Lordships always decline to interfere respecting the choice of the books used in the Schools, it will be well that you should point out the great value of using, in the reading lessons, interesting books on such subjects as Natural History, the Wonders of Creation, or the like, which do not form part of the ordinary School course; and with regard to the poetry which the children are required in the higher standards to learn by heart, while you will discourage foolish and trifling songs, and pieces above their comprehension, you will call attention to the value of learning by heart generally, as a means of storing the children's memories with noble and elevated sentiments. Though their Lordships have found it necessary to reduce the number of songs to be learned from 12 to 8, they desire to give every encouragement to singing in Schools, as a most valuable element in the education of children.

You will not fail to inform the Managers and Teachers of the importance which their Lordships attach to good instruction in Needlework, in

estic Economy, as described in the New Code,* and in the knowledge Common Things," and to such teaching as is likely to promote habits rift. You will encourage any well-considered schemes, such as are adopted in various parts of the country, for teaching practical ery to the elder girls; while, on proper occasions, you will call attention to the facilities which now exist for the establishment of School Penny ngs' Banks, and to the great success which has attended their introon in many Schools in the poorest districts.

bjects of Instruction.—You will bear in mind, and will urge upon agers and Teachers, that though certain subjects only are paid for r the Code, and certain subjects only are obligatory, it is in their r to give instruction to children in any other useful and suitable ches of knowledge for which the parents show a liking, or which the acter and habits of the population seem specially to require. It cannot o strongly impressed upon you, that uniformity in the School course, r as the non-essential subjects are concerned, is not the object their ships have in view in their administration, but that, on the contrary, consider it advantageous to the country generally, that there should variety in the teaching of the Schools, so as to meet the varying and different requirements of different localities and conditions of life. It ch this view that a great variety of optional subjects, both in elementary nce and Literature, has recently been added by their Lordships to the . From no good School, however, or conscientious Teacher, will you hear the plea urged that only "paying" subjects can be attended to. Schools which pass best in such subjects are not those which confine selves solely to the work of the Standards, which are necessarily fixed an eye to the capacities of ordinary children, or even to the others nerated in the Code. Regularity of attendance, which is increasing , under the action of recent legislation, will probably give ample time he more advanced instruction of the better Scholars, and of those who in at School longer than the early age at which compulsion ceases, the Honour Certificates of the Act of 1876, which are in fact exhibi- for the best Scholars, will, it is to be hoped, judging from the value h already appears to be attached to them, work in the same direction.

ght Schools.—Some changes made in the Code, with a view to encourage t Schools, will not have escaped your notice. Experience has shown usefulness, both in the manufacturing and rural districts, in supplying the work of Day Schools. The early age of leaving School, and arge number of young men who have either received no instruction at r have forgotten what they have learned, will, at any rate for the premake these Schools of much value. As they call for considerable nal sacrifices, on the part both of teachers and scholars, they are likely maintained only where a genuine and meritorious zeal for education s on both sides. Owing, however, to the small numbers of which, in cases, these Schools must necessarily consist, they can hardly be carried

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Food and its preparation. Clothing and materials.—2. The dwelling; warming, ng, and ventilation. Washing materials and their use.—3. Rules for health: the gement of sick room. Cottage income, expenditure, and savings.

on without encouragement and support from this Department. My Lords, therefore, desire you to give every encouragement in your power to local efforts for the establishment of Night Schools, under circumstances which promise that they will be judiciously conducted, and actively maintained.

I have now to convey to you some directions respecting the examination of schools, and your inspection generally.

Examination.—The changes in the Code have been so considerable, and the requirements of it have been so largely raised, that my Lords think it most desirable that, in your examinations, the New Code should be worked very gradually and cautiously, so as not to discourage either the Teacher or the children by expecting too much from them at first under a change of system. These remarks will of course be particularly applicable to new Schools, and to those where many rough and untaught children have been recently introduced by means of compulsion. My Lords wish it to be understood that they do not approve of the examination being taken on paper under Article 19 C of the Code,* except in special cases, respecting which, of course, you must use your own discretion. It has long been the practice of the most experienced Inspectors, in consideration of the obligation upon girls to learn needlework, while boys have no corresponding obligatory claim upon their school hours, not to apply to girls, in the examination in Arithmetic, exactly the same standard of proficiency as to boys. My Lords are of opinion that this practice should be adopted by Her Majesty's Inspectors generally.

Visits Without Notice.—Their Lordships further direct me to say that they attach great importance to a second visit (without notice) being made, as far as possible, to every School in the year, with a view to the general encouragement of the Teachers and the children, and to enable you to exercise a larger influence upon the general conduct of the School than is possible where only one visit for the purpose of examination takes place; and they would strongly impress upon you their desire that you should endeavour to make all your visits, as far as lies in your power, an encouragement and assistance to Managers and Teachers in their difficult work.

You will bear in mind that anything like dictation to Teachers, as if they were in any sense Officers of the Department, or responsible to any one save the Managers of their Schools, should be very carefully avoided. It is no part of an Inspector's duty either to find fault with or to reprove a Teacher. If he thinks it either necessary, or a kindly act, to give advice, or warning, to a Teacher, it should not be done in the hearing of the Scholars or Pupil Teachers.

But, above all, it is incumbent on an Inspector to show by his manner in examining, and dealing with the classes and with individual scholars, that

* 19 C. 1. The sum of 4s. per scholar, according to the average number of children above 7 years of age in attendance throughout the year (Article 26), if *the classes* from which the children are examined in Standards II.—VI., or in specific subjects (Article 21 a.), pass a creditable examination in any two of the following subjects, viz., grammar, history, elementary geography, and plain needlework.

5. The mode of examination (whether oral or on paper)† is left to the discretion of the Inspector.

† Examination on paper will, as a rule, be confined to Scholars in Standard VI.

ain object of his visit to a School is to elicit what the children know, ot to prove their ignorance. That object is entirely defeated, if by a , impatient or indistinct manner of questioning the Scholars, he ens or confuses them, or if he puzzles them by fanciful and unreasonable ions.

pection.—With regard to your Assistant, you will not delegate the ction of a School to him, except in a case of absolute necessity, arising illness or some such cause. When you have been compelled to do so, vill notify the fact to the Department, and will make a point of making it yourself to that School in the same year. You will, as far as ble, confine your Assistant's action to the individual examination of ars. You should, however, always take enough of this work yourself able you to report from your personal knowledge, upon the efficiency ry Department. The main duty of the Assistant is to collect for you ient facts, as to the children's reading, writing, &c., on which you can a judgment as to the merits of the Schools under your inspection : and Lordships cannot accept any reference to the opinion of an Inspector's tant, as part of the official report on a School. For everything of the e of *inspection*, the Inspector alone is responsible ; and the interests of ls depend so materially upon the results of the yearly official visit, it is necessary to insist that more time should be devoted by the ctor to an examination into the actual work done in every School on st, than is frequently given to this duty at present. The increase in aff of many of the districts, and the reduction in the size of others, emove some of the difficulties which formerly existed in connection this part of the Inspector's duties.

the Official Reports which you are called upon to make to this Depart- , from time to time, respecting the condition of your district, my will be glad that you should generally notice the subjects to which attention has been directed by this special Circular.

Lords are fully aware that no little tact and judgment are required fil the duties of your office, especially in your relations to the Managers e Schools. The standard of duty which they place before you is ubtedly a high one ; but they are of opinion that the object of Parlia- , and of successive Administrations, in maintaining the present large of officers of the highest standing, has been, not merely to certify the rtment respecting the rudimentary instruction given in the Schools, hat Her Majesty's Inspectors should still take a leading part, as so distinguished members of their body have done, in developing and g the character of our Elementary Schools, so that the Country might the greatest possible benefit from their institution. Their Lordships therefore felt it their duty, at a period of considerable change in the tional system of the country, to state somewhat fully their views ting the action and responsibilities of Her Majesty's Inspectors, and especting the instruction, training, and management of the Schools are subject to their supervision, so as both to assist and encourage Inspectors, and also to remove doubts which have been expressed by connected with Schools on the various matters which are alluded to s Circular.

While, from their knowledge of the past and present work of Her Majesty's Inspectors, my Lords rely with confidence upon having their continued zealous assistance, they as confidently rely upon the friendly and public spirited co-operation of the Local Educational Authorities, and of the Managers and Teachers of Schools, in carrying on the great work of National Education in the manner, and with the results, which the large sacrifices of the country give it a right to expect.—I have the honour to be, Sir, your obedient Servant,

F. R. SANDFORD.

*To*_____

H. M. Inspector of Schoo's.

The Teachers' National Provident Fund.

LIST OF OFFICERS AND BOARD OF MANAGEMENT.

[General Board of Management meet on the Second Friday of each Month, at 8 p.m.; the Finance Committee on the same evening, at 7 p.m.]

Trustees.

DAY, Mr. T. N., British Schools, Abbey-street, Bethnal Green, E.
GARDNER, Mr. W., St. Chrysostom's School, Liverpool.
GREENWOOD, Mr. R., Board School, Jamaica Level, Bermondsey, S.E.
GROVE, Mr. J. W., All Souls' School, Langham-place, W.
LANGLER, Mr. J. R., B.A., Training College, Westminster, S.W.

Treasurer.

SMITH, Mr. Charles, St. Thomas School, Charterhouse, E.C.

Secretary.

HELLER, Mr. Thomas Edmund, 7, Adam-street, Adelphi, W.C.

General Board of Management.

Baker, Mr. W. H., St. Stephen's Schools, Westminster, S.W.
Bird, Mr., Board School, Sydenham, S.E.
Coombes, Mr., Board School, Haverstock Hill, N.W.
Edwards, Mr., 9, Middleton Buildings, Great Portland-street, W.
Elderkin, Mr. B., Wesleyan Training College, Westminster, S.W.
Goffin, Mr. R. E. H., United Westminster Schools, Victoria-street, S.W.
Hamilton, Mr. G., 43, St. Mary Axe, City, E.C.
Hare, Mr. J., Ravenstone, Newport Pagnell.
Huitt, Mr. T. H., Trinity Schools, Swan-street, Borough, S.E.
Jeffries, Mr. W. H., 111, Southgate-road, Islington, N.
Martin, Mr., Essex Villa, Moffatt-road, New Thornton Heath, Surrey.
Morgan, Mr. E. T., 45, Marshall-street, Golden-square, W.
Neill, Mr., Christ Church School, New North-road, N.
Pink, Mr. W. T., Board School, Bolingbroke-road, Battersea, S.W.
Salmon, Mr., Board School, Belvedere-place, Borough-road, S.E.
Smith, Mr. T. H., Board School, Rolls-road, Bermondsey, S.E.
Sneath, Mr. G. J., St. Andrew's School, Hatton Garden, Holborn, W.C.
Stokoe, Mr, R., Board School, Battersea-park, S.W.
Tomlinson, Mr., Board School, Nichol-street, Shoreditch, E.
Voisey, Mr. R., Board School, Bellenden-road, Peckham, S.E.

REPORT OF THE GENERAL BOARD OF MANAGEMENT FOR THE YEAR 1879.

The General Board reported last year the formation and registration of the Society, and stated that seventy Local Associations connected with the National Union of Elementary Teachers had expressed their desire to be recognised as local agencies of the Society. Of these, at the date of the last report, only seven had introduced members and transacted financial business, but the board expressed a hope that during 1879 the progress of the Society would be accelerated. It is with some regret, that they have to report that their hope of a rapid development of the business of the Society has been but partially fulfilled. During the year four new local agencies have been recognised, thus bringing the total number to 74, but only twelve of these have transacted business. The General Board hope that the Agencies which have not yet forwarded proposals may be able to do this at once and thus show that they are working branches of the Society. The following local agencies have done active business for the Society: Aberdare Valley, Bromley (Kent), Carlisle, Essex (South), Exeter, Hackney, Northumberland (North), Ripon, Sheffield, Tyneside, West Bromwich, and Westminster. The permission granted by the board to persons not residing within the district of any local agency, of sending their proposals and payments direct to the Central office, has resulted in the admission of a considerable number of members.

Soon after the last general meeting the board received several applications for Assurances under Tables IV., V., and VI., of a larger amount than was originally contemplated, but within the limits allowed by the Friendly Societies Acts (1875). Feeling the importance of this part of the Society's business, the Actuary was consulted, and on his report the board accepted several proposals of the kind. The board feel that special efforts should be made throughout the country to induce new members to join under these Tables.

The Board have not during the past year delegated any part of their duties to an Acting Committee as permitted by Rule LXX. All the business has been transacted by the General Board, a Finance Committee examining all accounts and proposals and reporting them to the full meeting. The Board held fourteen meetings during the year 1879. Circulars explaining the work of the Society have been addressed to the Teachers' Associations throughout England and Wales, and to the recognised local agencies.

The General Board desire to acknowledge with much thankfulness the valuable aid rendered by Mr. E. T. Morgan, who, in September last, was appointed Assistant Secretary, and has been unremitting in his attention to the affairs of the Society.

A question arose during the year as to the advisability of allowing the same person to join both branches of the Society. After some discussion it was agreed that this might be permitted on the condition that the aggregate amount of sick pay from both branches should not exceed two guineas per week.

The appointment of medical officers in large towns has been considered by the Board, but it is not thought advisable at present to take action in this matter. It is hoped that shortly the number of members in the large towns may justify such appointment.

The greater portion of the money now held by the Society has been invested by the Trustees in Government Securities, but as the amount to be dealt with increases, it is hoped that a more remunerative form of investment may be found.

In their last report the Board intimated that the National Provident Institution had taken exception to the name of this Society as an infringement of their title, and that the matter had been referred to Mr. Lovell in the hope of an amicable settlement. The Board have received further communications from the solicitor of the National Provident Institution, and acting on the advice of Mr. Lovell they now recommend that the word "National" should be left out of the title of the Society.

In September last a Committee was appointed to consider what alterations in the Rules of the Society were desirable. On the report of this Committee the General Board approved certain alterations, which will be submitted for adoption by the Annual Meeting. The bill for the printing agency books, forms, &c., amounting to about £250, still remains unpaid. The Board trust, however, that during the present year the Management Fund may be sufficiently increased to enable them to pay this account.

The General Board, conclude their report, by urging upon teachers generally, and particularly upon those who have not joined similar societies, the duty and advantage of making some provision for times of sickness and old age. It is the opinion of the General Board that all members of the profession should provide against these contingencies, and they, therefore, earnestly invite increased attention to the work of the Society. The Local Associations of the National Union of Elementary Teachers are cordially invited to give the subject greater prominence in the meetings to be held in 1880.

(Signed) THOMAS EDMUND HELLER, *General Secretary.*

THE TEACHERS' PROVIDENT SOCIETY.

CASH ACCOUNT,

From the Commencement of the Society to the Year ended Dec. 31st, 1879.

Dr.	£	s.	d.		Cr.	£	s.	d.	£	s.	d.
To Contributions from Ordinary Members		176	12	7	By Expenses of Local Agencies	0	19	6			
,, Deposit from Ordinary Members		33	16	8	,, Postage, Stationary, &c.						
,, Entrance Fees	£9 15 0				For 1878	7	9	0			
,, Management Fund	13 8 4				For 1879	7	0	3			
,, Fines	0 2 6								15	8	9
		23	5	10	,, Investment in Consols				200	0	0
,, Members' Deposits		33	7	6	,, Balance in P.O. Savings' Bank				51	13	10
		£267	2	7					£267	2	7

C. SMITH, *Treasurer.*

Examined and found correct.

CHAS. WILSON, GEO. M. E. HAMILTON, } *Auditors.*

17th March, 1880.

LIST OF LOCAL AGENCIES.

Name of Agency.	Name and Address of Secretary.
*Aberdare Valley	Mr D. James, Ynyslwyd, Bd. S., Aberdare
Ashton-under-Lyne and District	Mr E. Stringer, Trafalgar-square Bd. S., Ashton
Basingstoke	Mr H. Weeks, Blue Coat S., Basingstoke
Bath	Mr W. J. Prosser, Bath Forum S., Bath
Bedford	Mr G. M. Bates, 4, Pleasant-pl., Tavistock-st., Bedford
Braintree and District	Mr W. Rose, Bd. S., Braintree
Brighton and Sussex Elementary	Mr J. Tidmarsh, St. Stephen's N. S., Brighton
*Bromley, Kent	Mr T. West, Southend S., Catford, S.E.
Burnley and District	Mr T. Pritchard, N. S., Worsthorne, Burnley
Burton and Tamworth	Mr S. T. W. Grose, Trinity S., Burton-on-Trent
*Carlisle and District	Mr J. Hulse, 22, Sheffield-street, Carlisle
Cheltenham	Mr F. F. Wheeler, Par. Ch. S., Cheltenham
Chipping Norton and Charlbury	Mr H. Lloyd, N. S., Chipping Norton
Craven	Mr H. Evans, Bd. S., Lothersdale Cross Hills, Leeds
Croydon	Mr Thompson, B. S., South Norwood
Daventry and District	Mr W. Bottomley, Par. S., Byfield, R.S.O., Northants
Devon (North)	Mr W. H. Pedler, N. S., Fremington, Devon
Dewsbury and District	Mr W. Hays, Par. Ch. Boys' S., Dewsbury
Dover and Folkestone	Mr G. H. Sergeant, St. James' S., Dover
Dudley and District	Mr W. J. Hinton, Moor-street Bd. S., Brierley Hill
Eastbourne and District	Mr T. W. Geary Ch. Ch. N. S., Eastbourne
Essex (Central)	Mr C. Barnett, Vine Cottage, Witham
Essex (East)	Mr H. E. Shaw, W. S., Colchester
*†Essex (South)	Mr O. Stone, N. S., Chingford, Essex
*Exeter District	Mr F. T. Jones, Mint S., Exeter
Forest of Dean	Mr G. D. Woodman, N. S., Cinderford
Furness and District	Mr J. Morgan, Bd. S., Cambridge-st., Barrow-in-Furness
Gainsborough, North Notts and Dis.	Mr B. T. Adlard, Church-street, Gainsborough
Grantham	Mr Walton, Ancaster, Grantham
Great Yarmouth District	Mr S. Chambers, Annott's S., Lowestoft
*Hackney District	Mr W. H. Jeffries, 111, Southgate-road, Islington, N.
Hereford	Mr W. T. Lawrence, St. Peter's S., Hereford
Huddersfield and District	Mr Tait (Sec. *pro tem.*), Croft House-lane, Huddersfield
Lambeth District	Mr H. Maidment, Green Coat S., Camberwell, S.E.
Leamington and District	Mr E. Davies, St. Luke's S., Augusta-place, Leamington
Leicestershire Scholastic	Mr A. A. Chard, Bd. S., Ansty, Leicester
Lincolnshire (North)	Mr J. Berry, Elsham S., Brigg
Liverpool	Mr Vernon, Emmanuel S., Mill-road, Everton, Liverpool
Llandovery and Llandilo	Mr D. Morgan, Bd. S., Llandilo
Luton and District	Mr W. T. Friday, Sundon, Dunstable
Manchester	Mr W. Wardale, W. S., Cornbrook, Manchester
Middlesex (North)	Mr J. F. Adams, Whitfield S., City-road, E.C.
Newport (Mon.) and District	Mr J. C. Brook, Undl. S., St. Woollas, Newport
†Norfolk (West)	Mr P. J. Budd, S. House, Magdalene, Lynn, Norfolk
*Northumberland (North)	Mr H. W. Willits, B. S., Berwick-on-Tweed
Nottingham and Notts Certificated	Mr S. Merchant, End. S., Wilford, Notts
Pembrokeshire Public Elementary	Mr C. B. Tavner, N. S., Fishguard, Pembrokeshire
Penllyn and Edeyrnion Certificated	Mr L. Jones, N. S., Bala, North Wales
Penrith and District	Mr S. Wilson, N. S., Penrith
Plymouth and District	Mr J. T. Carlyon, 20, King-street, Devonport
Portsmouth and District	Mr Hudson, Bd. S., Albert-road, Southsea
Redhill and District	Mr T. Painter, N. S., Reigate
Rhymney and Western Valleys	Mr J. Dewis, Bd. S., Ebbw Vale
*Ripon and District	Mr H. Walter, Cathedral S., Ripon
Rossendale	Mr H. Terry, N. S., Waterfoot, Manchester
St. Columb District	Mr R. Barrett, Central Bd. S., St. Columb Major, Cornwall

* Agencies in actual working order. † Acknowledged in 1879.

Name of Agency.	Name and Address of Secretary.
Salford District	Mr W. Wardell, Brunswick W. S., Cendleton, Manchester
Scarborough and District	Mr J. H. Jewdall, 20, Trafalgar-square, Scarboro'
*Sheffield and District	Mr S. B. Rose, Philadelphia Bd. S., Sheffield
South Holland	Mr F. Duroes, Woodlane S., Fleet, Holbeach, Lincolnshire
Southport and District	Mr H. Branch, N. S., Churchtown, Southport
Southwark	Mr R. Greenwood, 102, Avondale-sq., Old Kent-rd., S.E.
Stowmarket and District	Mr J. H. Leggott, School House, Combs, Stowmarket
Surrey (North-West)	Mr E. Beeney, Walton-on-Thames
Swansea District	Mr A. A. James, N. S., Bishopston, Swansea
Swansea Valley	Mr J. H. Jenkins, Yniscedwyn Bd. S., Swansea
Teign and Dart District	Mr T. S. Bailey, N. S., Ellacombe, Torquay
†Thetford, Bury St. Edmunds, and East Harling	Mr H. J. Bourne, Pakenham S., Bury St. Edmund's
†Tyneside	Mr B. Hewitt, 140, Grey-street, North Shields
*West Bromwich	Mr H. White, Hope-street S., West Bromwich
*Westminster	Mr B. Elderkin, W. Training College, Horseferry-rd., S. W.
Whitby and District	Mr Drewett, N. S., Whitby
Worksop and District	Mr A. Cooke, St. John's Boys' S., Worksop

* Agencies in actual working order. † Acknowledged in 1879.

The Teachers' Benevolent Fund.

LIST OF OFFICERS AND COMMITTEE.

Patron.

(Not yet elected.)

Vice-Patrons.

(Not yet elected.)

CENTRAL COMMITTEE.

[Meet on the Third Monday of each month, at 7.15 p.m.]

Trustees.

Sir CHARLES REED, Chairman of the School Board for London, Earlsmead, Homerton, E.
W. MCARTHUR, Esq., M.P., 2, Gwydir Houses, Brixton Rise, S.E.
Mr. T. N. DAY, Abbey-street Schools, Bethnal Green, E.
Mr. J. R. LANGLER, B.A., Training College, Westminster, S.W. (*Vice-Chairman*).

Treasurer.

Mr. G. HILTON, 7, Glebe-place, Chelsea, S.W.

Secretary.

Mr. THOMAS EDMUND HELLER, Adam-street, Adelphi, W.C.

Ex-Officio Members.

Mr. G. J. RANKILOR (President N. U. E. T.).
Mr. J. R. LANGLER, B.A. (Vice-President N. U. E. T.).
Mr. R. GREENWOOD (Treasurer N. U. E. T.).

ELECTED MEMBERS.

Chairman.

Mr. E. T. Morgan, 45, Marshall-street, Golden-square, W.
Clark, Mr. G., Board School, Bath-street, City-road, E.C.
Clark, Mr. H., 436, Caledonian-road, N.
Cory, Mr. W. R., 52, Keeton's-road, Bermondsey.
Cutler, Mr. J. J., Fernside, Althorpe-road, Wandsworth Common, S.W.
Devonshire, Mr. J. H., Wesleyan School, Mintern-street, Hoxton, N.
Hamilton, Mr. G., 43, St. Mary Axe, City, E.C.
Hodgson, Mr., Victoria-road Board School, Shepherd's Bush.
Jeffries, Mr. W. H., 111, Southgate-road, Islington, N.
Maidment, Mr., Green Coat School, Camberwell, S.E.
Moore, Mr. E. W., M.A., Bishopsgate Board School Skinner-street, Bishopsgate, E.C.
Neill, Mr. J., Christ Church School, New North-road, N.
Pink, Mr. W. T., Board School, Bolingbroke-road, Battersea, S.W.
Pitt, Mr. B.A., Church Terrace Board School, Plumstead.
Smith, Mr. T. H , Board School, Rolls-road, Bermondsey, S.E.
Sneath, Mr. G. J., St. Andrew's School, Hatton Garden, Holborn, E.C.
Tomlinson, Mr. R., Board School, Nichol-street, Shoreditch, E.
Vincent, Mr., Board School, Larkhall-lane, Clapham, S.W.
Voisey, Mr. R., 26, Brunswick-square, Camberwell, S.E.
Wild, Mr. R., B.A., 5, Montague-place, Poplar, E.

REPORT OF THE CENTRAL COMMITTEE, 1879-80.

The Central Committee present their second annual report to the contributors with feelings of gratification and thankfulness for the success which has attended the work of the Fund during the past year. At the last annual meeting they reported the receipt of contributions to the amount of £78. This year they have the satisfaction of announcing that the receipts from all sources have amounted to £525, a very marked increase in the early life of such a Society. This result has been produced mainly by the success of the Bazaar held in connection with the Nottingham Conference, no less a sum than £287 having been derived from that source. The Liverpool Association has also nobly helped the Fund by forwarding £48, the proceeds of a concert. The amount from life contributions for the past year is small, as is that derived from individual contributions sent direct to the Central Committee—the former reaching only £10, and the latter about £15. Against this must be set the fact that Local Boards have contributed £123 15s., which probably represents to a large extent annual contributions from individual members. The proceeds of concerts and entertainments, &c, amount to £60, while from collecting-boxes a sum of about £3 10s. has been received. The amount paid to the Fund from the Nottingham Bazaar was £237 9s. 9d.

During the year the Central Committee have granted a sum of £76 in temporary relief to persons whose cases have been considered deserving and requiring immediate help. The Committee have considered no less than 48 applications for temporary relief, but during the early part of the year the means in hand were so slender that only in the most urgent cases could grants be allowed. Twelve applications have been received for loans under special circumstances, and in six cases the loans have been granted, the total amount so advanced being £38 10s. The Committee believe that the greater part of the amount so advanced will be repaid with interest within the next six months, and the experience of the first two years' work shows that this application of the funds is of an eminently useful character. At the end of January, 1880, the borrowers were in arrear of their repayments to the extent of £25, but a portion of this has since been cleared off.

The working expenses have been small. The expenses of Local Boards for the year amounted to £12, and that of the Central Office to £8. There was, however, a bill for printing remaining unpaid on December 30th, amounting to about £6, which should be paid immediately. The contributors must expect that as the Fund increases the working expenses will be larger.

At the end of December about £430 remained in hand, and in accordance with the bye-laws the Central Committee have placed in the hands of trustees the proper proportion of the year's receipts (£340) in order to form a permanent investment from which annuities may ultimately be partly paid.

The Central Committee regret that not more than three new Local Boards have been recognised during the past year, and that several have ceased to exist, but they sincerely trust that during the next nine months vigorous action may be taken by the Local Associations in all parts of the country in the formation of new Local Boards. While upon this subject the Committee beg to report that for the purposes of thorough organization they have mapped out the country into twenty-six districts. A list of these districts will be appended to this report, together with the names of the members of the Central Committee and others who have kindly undertaken to receive communications and otherwise stir up their respective districts. Communications respecting any district may be addressed to the General Secretary, or to the corresponding member whose name is printed in connection with it. The Committee observe with much pleasure the amount realised by the giving of concerts and entertainments, and they trust that during the coming year the income from this course may be largely increased.

The first election of annuitants has been taken into consideration, and the Committee are now anxious that the election of the first annuitants should be held as soon as possible.

In obedience to the instructions of the last Annual Meeting a Special Committee was appointed to consider what alterations of the bye-laws would be desirable. The recommendations of this Committee were fully considered, and notices have been placed on the agenda paper of the Annual Meeting containing the alterations which have been approved by the Central Committee.

The development of the Fund, and the additional duties thereby imposed upon the Secretary and the office staff of the National Union of Elementary Teachers, have forced upon the attention of the Central Committee the necessity of assisting to provide the Secretary with additional clerical assistance. This should be done in conjunction with the Orphanage and Orphan Fund and the Provident Society, and such a course is absolutely necessary if the business of the Fund is to be successfully conducted. Acting upon this conviction the Central Committee have informed the Executive of the Union that they are willing to defray a fair proportion of the additional expense incurred for the extra office accommodation and clerical assistance.

In conclusion, the Central Committee beg to tender their sincere thanks to the Nottingham Association, to the Bazaar Committee, to the Associations which provided stalls at the bazaar and apportioned the proceeds to this Funds, and to all those who, by their self-denying efforts, made the Nottingham Bazaar so great a success. They earnestly hope that the effort to be made this year at Brighton may be equally successful.

(Signed) THOMAS EDMUND HELLER, *Gen. Sec.*

THE TEACHERS' BENEVOLENT FUND.

DR. BALANCE SHEET FOR THE YEAR ENDING DEC. 31, 1879. CR.

RECEIPTS.	£	s.	d.	EXPENDITURE.	£	s.	d.
To Balance in Hand December 31st, 1878	51	3	8	By Loans	38	10	0
,, Life Contributions	10	2	6	,, Temporary Relief	76	4	9
,, Annual Contributions—				,, Printing and Stationery	8	2	10
I. Individual Subscribers	13	17	9	,, Postage	7	6	0
II. Local Boards	125	15	1	,, Purchase of Lanterns and Slides	10	0	0
,, Proceeds of Concerts and Entertainments	59	11	6	,, Hire of Rooms for Meetings	2	15	0
,, Proceeds of Collecting Boxes	3	9	10	,, Sundries	3	3	5
,, Sale of Work	1	7	7	,, Balance in Hand, December 31st, 1879—			
,, Repayments of Loans	5	19	0	At Bankers' £427 18 2			
,, Donations	18	19	0	With Secretary 1 15 6	429	13	8
,, Share of Proceeds of Nottingham Bazaar	287	9	9				
	£575	15	8		£575	15	8

7th February, 1880. G. HILTON, *Treasurer.*

Examined and found correct, 9th February, 1880.

JOSEPH NEILL, ROBERT WILD, } *Auditors.*

THE TEACHERS' BENEVOLENT FUND.

BYE-LAWS FOR THE MANAGEMENT AND ADMINISTRATION OF THE FUND, AS ADOPTED BY THE ANNUAL MEETING, EASTER, 1880.

TITLE.

I.—The Fund shall be called "The Teachers' Benevolent Fund."

OBJECTS.

II.—The objects of the Fund are as follows :—

1.—To grant temporary relief to teachers in cases of distress, accident or sudden emergency.
2.—To grant temporary loans in cases of removal or sudden emergency.
3.—To make grants to the widows of teachers.
4.—To grant annuities to old or incapacitated teachers, and to the widows of teachers.

MEMBERSHIP.

III.—Any person contributing £1 per annum shall be a "Governor" of the Fund. A donor of £20 shall be a "Life Governor." Any person contributing ten shillings per annum shall be a "Member" of the Fund. A donor of £10 shall be a "Life Member." Any person contributing five shillings per annum shall be a "Subscriber," and a donor of £5 shall be a "Life Subscriber."

IV.—Any person having collected and paid to the General Fund in any year, a sum of £20 as donations or new annual contributions, shall be a Life Governor, and any person having similarly collected and paid to the Fund a sum of £10 shall be a Life Member, and any person having collected and paid to the Fund a sum of £5 shall be a Life Subscriber. Associations or other corporate bodies subscribing like amounts shall exercise for a period of twenty years the same privileges as individual contributors.

MANAGEMENT.

V.—The Fund shall be under the management of a Central Committee, consisting of the Trustees and Treasurer of the Fund; the President, Vice-President, Treasurer, and Secretary of the National Union of Elementary Teachers; and twenty other Contributors, ten of whom shall be elected by the Annual General Meeting, and ten by the Executive of the National Union of Elementary Teachers. One half of the members elected by the annual meeting shall retire annually, but shall be eligible for re-election. The Central Committee shall, at their first meeting after the annual general meeting, elect from their own number a Chairman and a Vice-Chairman for the ensuing year.

VI.—A Local Board shall, when recognised as such by the Central Committee, transact the business of the Fund in its own district, subject

to these Bye-Laws, and under the general direction of the Central Committee. If found convenient, two or more Local Associations may unite to form a Local Board. If there be no Local Association in any district, or if the Local Association decline to form a Local Board, any number of contributors, not being less than five, may apply for recognition as such.

VII.—The Central Committee shall report regularly to the Executive at their first meetings in March and September, and the Executive shall report annually to the Conference of the National Union of Elementary Teachers on the work and progress of the Fund.

VIII.—The Central Committee may modify such of these Bye-Laws or adopt such additional Bye-Laws for the administration of the Fund as they may deem necessary, subject to the approval of the Executive, but all such new or modified Bye-Laws shall be presented for confirmation at the next Annual General Meeting.

IX.—The Central Committee shall meet at least once in each calendar month, except in the month of August. It shall appoint such Sub-Committees as may be necessary, but no loans may be granted by a Sub-Committee. All proceedings of Sub-Committees shall be reported to the Central Committee.

X.—The Central Committee shall fill any vacancy in the Committee occurring during the year. Members so elected shall hold office only until the next Annual Meeting, but shall then be eligible for re-election.

Officers.

XI.—The following shall be the officers of the Fund :—A Patron, Vice-Patrons, Chairman, Vice-Chairman, Trustees, Treasurer, and General Secretary. The Patron, Vice-Patrons, and Trustees, in case of vacancies arising, shall be elected by the Annual General Meeting of Subscribers, which shall also elect the General Treasurer annually. The Chairman and Vice-Chairman shall be elected by the Central Committee. The Secretary of the National Union of Elementary Teachers shall be the Secretary of the Fund.

Trustees.

XII.—All moneys placed in the Public Funds shall be vested in the names of the Trustees or any three of them, who shall sign a declaration of the nature of their trust, and an engagement to relinquish it upon a resolution to that effect being passed by a General or Special Meeting of the Subscribers to the Fund. The moneys so invested shall be under the control and at the disposal of the Central Committee, whose order in writing shall be obligatory upon, and authority to, the Trustees as to any purchase, sale, or other disposal of the same. There shall never be more than five, nor less than three Trustees. No person or persons becoming bankrupt or insolvent shall continue a Trustee or Trustees of the Fund.

XIII.—When any vacancy in the office of Trustee shall occur, it shall be filled up at the next General Meeting of the Subscribers, and the existing Trustees shall immediately thereupon transfer the funds standing in their name into the names of themselves and the newly-elected Trustees.

XIV.—The Trustees shall from time to time receive the dividends due upon the funded property, and pay the same over to the Treasurer, and shall not after such payments, as Trustee, be accountable or responsible for the application or misapplication thereof.

Treasurer.

XV.—A Treasurer shall be elected annually at the Annual General Meeting. If the office shall become vacant during the year, the Central Committee shall elect a Treasurer *pro tem.*, who shall act until the next General Meeting.

XVI.—The Treasurer shall not pay any moneys on account of the Fund, except under a resolution of the Central Committee.

XVII.—The Treasurer shall keep the account of the Fund with such Banker as the Central Committee shall direct, but no cheque shall be paid by the Banker unless signed by the Treasurer, the Chairman of the Central Committee for the time being or the Secretary, and two members of the Finance Committee.

XVIII.—The Banker and the Secretary may, in addition to the Treasurer, receive subscriptions and donations to the Fund, and their receipt given on an authorised printed form, shall be a sufficient acknowledgment of the same.

Funds.

XIX.—The funds of the Society shall be vested in the names of Trustees. All investments must be sanctioned by the Central Committee, and be made under an express resolution conveyed in writing to the Trustees and endorsed by the signature of the Treasurer.

XX.—That in order to ensure the stability of the Fund, not less than one-half of all subscriptions, donations, bequests, or other contributions received during the year 1880 shall be invested as part of the "Permanent Fund." The Annual General Meeting shall decide in succeeding years the proportion which shall be invested in the Permanent Fund in the ensuing year.

Local Boards.

XXII.—Every Local Association of the National Union of Elementary Teachers desirous of forming a Local Board of the Benevolent Fund shall apply to the Central Committee for recognition. After recognition, the Local Board shall consist of such persons as are contributors to the Fund. Every Local Board shall appoint a Committee of not less than three, nor more than thirteen, persons, and shall elect, in addition, a Chairman and Local Secretary, both of whom shall be *ex-officio* members of the Committee.

XXIII.—Every Local Board shall report to the Central Committee once every quarter and shall at the same time forward to the General Treasurer a statement of all moneys received and expended on account of the Fund, together with the balance (if any) of such account, subject to Bye-law XXIV.

XXIV.—Every Local Board may, during any year, dispense, in relief, within its district, a sum not exceeding one-third of the amount published

in the Report as Annual Contributions paid through the Local Board to the General Fund during the preceding year (subject to Bye-law XX.), provided always, that on or before December 31st of each year, the whole amount for the year ending on November 30th next preceding be accounted for, and the balance forwarded to the General Treasurer. A general balance-sheet shall be presented by the Treasurer to the Central Committee not later than February 15th in each year, and copies of the same, duly audited, shall be issued with the Annual Report and balance-sheet of the National Union of Elementary Teachers.

XXV.—A Local Board shall have the right of electing one life Annuitant for every £150 contributed to the permanent Fund as special donations or payments other than annual subscriptions. All Candidates for election by Local Boards must be previously approved by the Central Committee to be fit and proper persons to receive the benefit of the Fund.

XXVI.—In every local election of Annuitants each local annual contributor shall have the same number of votes as in a general election (see Bye-law XXXIX.), and one additional vote shall be allowed for every £1 paid to the special donation which gives the right of making the election (see Bye-law XXV.).

XXVII.—No Local Board may grant loans of money out of the Fund, nor, except as already provided, award permanent annuities. All applications for temporary loans made to the Local Board must be sent on to the Central Committee.

XXVIII.—Every Local Board may nominate, not later than twenty-one days before the Annual Meeting, one Candidate for election on the Central Committee, and every Local Board may appoint one Representative for each fifty members, to carry its votes at the General Meetings. Local Boards of less than fifty members may send one representative.

Temporary Relief and Loans.

XXIX.—Temporary relief may be granted by the Central Committee, and by the Local Boards. No applicant shall receive, at any time, more than 15s. per week, nor for more than thirteen consecutive weeks, without a fresh application and a new investigation of the circumstances of the case. Similarly, no applicant shall receive in any one financial year a total amount of more than £20.

XXX.—All applications for relief from non-members of the National Union of Elementary Teachers must be supported by the recommendation of a District Union or Local Association, or by five members of the National Union of Elementary Teachers.

XXXI.—All applications for temporary loans must be made to the Central Committee (as provided for in Rule XXVII.), and the names of two responsible persons must be given as security for the payment of each amount borrowed. No loan may exceed the sum of £10.

XXXII.—Applications for relief and loans, from members of the National Union of Elementary Teachers, who are or have been subscribers to the Fund, shall have the first consideration. Those from members of the National Union of Elementary Teachers who are not, and have never been,

subscribers to the Fund shall be next considered; and lastly, those from other members of the scholastic profession.

XXXIII.—No special charges of any kind shall be made for the granting of loans, but borrowers must pay interest at the rate of 2½ per cent. for any term not exceeding one year, and 5 per cent. for each succeeding year or part of a year. Loans without interest may in special cases be granted by the Central Committee.

XXXIV.—A record of all cases of relief shall be made and kept for future reference. Local Secretaries shall forward to the General Secretary an alphabetical list of these cases once every quarter.

Annuities.

XXXV.—Annuities of £30 per annum for males, and £25 for females, may be granted to Teachers and their widows who are, or have been, subscribers to the Fund. After December, 1882, no candidate shall be eligible for election as an Annuitant who has not been for at least three years a contributor to the Fund.

XXXVI.—The Executive of the National Union of Elementary Teachers shall, on the recommendation of the Central Committee, report to the Annual General Meeting the number of Annuitants to be elected (if any) at each annual meeting (see Bye-Law XLVI.) and shall submit a list of candidates for election, with statement of their qualifications.

XXXVII.—No annuity shall be granted at any General or Local Election of Annuitants to any applicant under the age of *fifty-five*, unless such applicant is afflicted with paralysis, insanity, total blindness, or other calamity which prevents the applicant from earning a subsistence, and which affliction shall have occurred subsequent to the applicant having become a subscriber to the Fund.

XXXVIII.—Widows who are Annuitants shall cease to receive relief if they marry again.

XXXIX.—In any general election of Annuitants every Life Governor and Governor shall have four votes, every Life Member or Member shall have two votes, and every Life Subscriber or Subscriber one each for *one-fourth* of the number of candidates to be elected. Every Life contribution of £5 shall confer twenty votes for one year, in addition to the Life Vote. The votes recorded in favour of unsuccessful candidates shall be carried forward to their credit in succeeding elections.

XL.—All candidates for annuities shall produce satisfactory proof of age and such other evidences as may be required by the Central Committee.

XLI.—Before every general election of Annuitants, the Central Committee shall prepare a list of approved candidates, from which list the election shall be made. A copy of the list and the voting paper shall be sent to each person entitled to vote at least *fourteen* days before the date fixed for any election.

XLII.—The Central Committee shall have power to suspend any Annuitant from the benefits of the Fund, who shall anticipate the payment thereof, or charge or encumber the same in any manner, or who shall by improper conduct become unworthy to be continued on the Fund.

XLIII.—All Annuities shall be paid quarterly except in cases where the Central Committee deem it advisable to make other arrangements.

XLIV.—That if it shall appear that the circumstances of a candidate at the time of election were misrepresented, or if any Annuitant is found to be able to earn a living, or to be possessed of an income independent of the annuity, then the Central Committee shall have power to suspend or reduce the annuity, according to the circumstances, until the next General Meeting, when the facts of the case shall be reported, and action taken.

XLV.—Special annuities of not more than £20 may be granted to the widows of members of the National Union of Elementary Teachers who have been contributors to the Fund. The Annuitants shall be elected in the same manner, and shall be subject to the same restrictions, as ordinary Annuitants.

Annual Meetings.

XLVI.—An Annual Meeting of the Members, Governors, and Subscribers shall be held every year in connection with the Conference of the National Union of Elementary Teachers, when the Treasurer, Central Committee, and (in case of Vacancies) the Patron, Vice-Patron, or Trustees shall be elected, special grants sanctioned, and the General Business of the Fund shall be transacted.

Alteration of Bye-Laws.

XLVII.—No alteration in, or addition to, these Bye-Laws, except as provided for in Bye-Law VIII., may be made, except at a General Meeting, of which at least twenty-eight days' notice has been given.

(Signed) Thomas Edmund Heller, *Secretary.*

THE TEACHERS' BENEVOLENT FUND.

*** Any correction or alterations of addresses should be notified at once to the General Secretary.

Life Members.

Edgar, Mr	Mount S., Manchester	£10	10	0
Mayer, Mr	St. Mark's College, Chelsea	10	4	0

Life Subscribers.

Christie, Mr R. D.	Wycliffe S., Warrington	5	0	0
Devonshire, Mr	W. S., Mintern-street, Hoxton	5	0	0
Gladstone, Rt. Hon. W. E., M.P.	Hawarden, Chester	5	0	0
Golding, Mr J	Bd. S. House, Netherton, Dudley	5	0	0
Phillips, Mr E. R.	Bd. S., Alexis-street, Bermondsey	5	0	0

Governors.

Armriding, Mr	Waterloo-street, Bd. S., Hammersmith	2	10	0
Champness, Mr	Ipswich	2	0	0
Colyer, Mr H.	Nonnington S., Wingham, Kent	1	0	0
Heller, Mr T. E.	40, Gauden-road, Clapham	1	0	0

Horton, Mr E. H.	University College S.	£1	0	0
Saturley, Miss	139, Harlington-road, South Lambeth	1	0	0
Veisey, Mr R.	Bd. S., Bellenden-road, Peckham	1	0	0
Wyman, Mr J	Goodnestone S., Wingham, Kent	1	0	0

Members.

Baker, Mr	Stokesay, Craven Arms	0	10	0
Cullin, Mr	B. S., Rochford, Essex	0	12	0
Gilkes, Mr J.	B. S., Newbury	0	10	0
Morgan, Mr E. T.	45, Marshall-street, Golden-square, W.	0	10	0
Pink, Mr	Bolingbroke Bd. S., Battersea	0	10	0
Williams, Mr J.	G. W. R. S., Swindon, Wilts	0	10	0

Subscribers.

Carpenter, Mr A.	Warboys, Huntingdon	0	5	0
Chettleborough, Mr		0	5	0
Hare, Mr	The School, Ravenstone, Newport Pagnell	0	5	0
Hirst, Mr	Dowlais S.	0	5	0
Holbrook, Miss	Axford, Marlboro', Wilts	0	5	0
Isled, Mr	Bothel N. S., Aspatria, Carlisle	0	5	0
Jones, Mr	Per Mr Barrett, N. S., Hay, R. S. O.	0	5	0
Jones, Mr T. M.	B. S., Hay	0	5	0
Laing, Mr J.	B. S., Blennerhassett, Aspatria, Carlisle	0	5	0
Oliver, Miss	Dowlais S.	0	5	0
Sanders, Miss	2, Wenlock-stret, Church-villas, Luton, Beds	0	5	0
Shergold, Mr	Ridgway Bd. S, Oakbarrow, Alcester	0	5	0
Smith, Mr T.	Gravesend	0	5	0
Smith, Mr C. W.	Petersham S., Richmond, Surrey	0	5	0
Stoke, Mr	Par. S., Swindon	0	5	0
Sykes, Mr R.	Bd. S., Gillespie-road, Finsbury	0	5	0
Williams, Mr	Beulah, Kennington, Hay	0	5	0
Williams, Mr	26, Dillwyn-street, Swansea	0	5	0
Willson, Miss	Brailes	0	5	0
Witty, Mr R.	Swanland, Brough, Yorks	0	6	0
X. Y.		0	5	0

Ashton-under-Lyne and District Local Board.

Sec., Mr A. Park, Albion S., Ashton.

(*List of Subscribers not sent in.*)

Brighton and District Local Board.

Sec., Mr Tidmarsh, St. Stephen's N. S., Brighton.

Axford, Miss E.	Puget Bd. S., Brighton	0	5	0
Baseden, Mr W. H.	Bd. S., Middle-street, Brighton	0	5	0
Dimmer, Mr T.	N. S., Jevington, Hawkhurst	0	5	0
Garner, Mr S.	Puget Bd. S., Brighton	0	5	0
Goffe, Miss H.	Bd. S., Hanover-terrace, Brighton	0	5	0
Hands, Mr J.	Bd. S., Middle-street, Brighton	0	5	0
Hannaford, Mr J.	Bd. S., Lewes-road, Brighton	0	5	0
Hardy, Mr J.	Bd. S., Pelham-street, Brighton	0	5	0
Lethbridge, Mr E. B.	Bd. S, Hanover-terrace, Brighton	0	5	0
Lethbridge, Mr	,, ,, ,, (by Collection)	0	11	2
Mathison, Mr T.	Bd. S., Sussex-street, Brighton	0	5	0
Rose, Mr C.	St. Andrew's N. S., Portslade-by-Sea	0	5	0
Tidmarsh, Mr J.	St. Stephen's N. S, Brighton	0	5	0
Wells, Mr T.	B. S., Lindfield, Hayward's Heath	0	5	0
Weston, Miss L.	B. S., Lindfield, Hayward's Heath	0	5	0

Burnham Local Board.

Sec., Mr C. Banks, Bd. S., Burnham-Westgate, Lynn.

Banks, Mr	Bd. S., Burnham-Westgate, Lynn
Belcher, Mr	N. S, Holkham, Wells
Crafer, Mr	N. S., Wighton, Norfolk
Crookham, Mr	N. S., Docking, Lynn
Denoghue, Miss	Bd. S., Burnham-Westgate, Lynn
Harris, Mr	N. S., South Creake, Fakenham
Hubbard, Miss	Bd. S., Wells, Norfolk
Lane, Miss	N. S., Burnham-Deepdale, Lynn
Lewton, Mr	Bd. S., Wells, Norfolk
Messer, Mr	N. S., Brancaster, Lynn

Canterbury and District Local Board.

Sec, Mr Colyer, Nonnington, Sandwich.

Clements, Mr	Bd. S., Whitstable	£0	5	0
Clements, Mrs	Bd. S., Whitstable	0	5	0
Colyer, Mr	Nonington, Sandwich	0	5	0
Colyer, Mr	,, ,, (Proceeds of Entertainment)	3	0	9
Denner, Mr	N. S., Whitstable	0	5	0
Donaldson, Miss	1, West-road, West Ham Park, E.	0	5	0
Hawksbee, Mr	N. S., Swatescliffe, Whitstable	0	5	0
Kemp, Miss	Bd. S., Whitstable	0	5	0
Nicholls, Miss	Mission S., Whitstable	0	5	0
Paine, Mr	Bd. S., Canterbury	0	5	0
Sands, Mr	N. S., Littlebourne, Canterbury	0	5	0
Wye, Mr	N. S., Bridge, Canterbury	0	5	0
Wyman, Mr	Goodnestone, Sandwich	0	5	0

Chatham, Rochester, and Gravesend Local Board.

Sec., Mr J. H. W. Carr, Stockbury, Sittingbourne, Kent.

Carr, Mr J. H. W	Stockbury, Sittingbourne	0	5	0
Marah, Mr W. H.	Bd. S., Rochester	0	5	0
Smith, Mr C. H	Milton Middle Class S., Gravesend	0	5	0
Sums under 5s		0	10	0

Chelsea Local Board.

Sec., Mr J. G. Hodgson, 3, Wilton-place, West Shepherd's Bush, W.

Bartlett, Miss	Bd. S., Cook's Ground, Chelsea	0	5	0
Blore, Miss	St. Andrew's, Kensal Town	0	5	0
Chater, Miss	Bd. S., Waterloo-street, Hammersmith	0	5	0
Davies, Mr	Bd. S., Waterloo-street, Hammersmith	0	5	0
Edwards, Miss	Bd. S., Portobello-road, Notting Hill	0	5	0
Hilton, Mr	Boys' S., Draycott-street, Chelsea	0	5	0
Hitchcock, Miss	Bd. S., Waterloo-street, Hammersmith	0	5	0
Hopper, Mr	Bd. S., Wornington-road, Notting Hill	0	5	0
Hodgson, Mr	Bd. S., Starch Green, Hammersmith	0	5	0
Hodge, Mr	Bd. S., Queen's Gardens, Chelsea	0	5	0
Horslay, Miss	Bd. S., Waterloo-street, Hammersmith	0	5	0
Lee, Miss	Bd. S., Waterloo-street, Hammersmith	0	5	0
Nunn, Miss	Bd. S., Wornington-road, Notting Hill	0	5	0
Pear, Mr	All Saints', Fulham	0	5	0
Sweeting, Mr	Bd. S., William-street, Hammersmith	0	5	0
Smith, Mr	per Miss Hitchcock	0	5	0
Murphy, Miss	St. Mary's College, Hammersmith	0	5	0

Croydon Local Board.

Sec., Mr Stone, Boys' S., Hayden's-lane, South Wimbledon.

(*List of Subscribers not sent in.*)

Darlington and District Local Board.

Sec., Mr J. Glover, Bd. S., Brunswick-street, Darlington.

Cleghorn, Mr A.	Skinnergate Bd. S., Darlington			
Ferguson, Mr	Bank Top Bd. S., Darlington			
Hunt, Miss	N. S., Gainford, Darlington			
Oliver, Mr	N. S., Manfield, Darlington			
Shutt, Miss	Bank Top Bd. S., Darlington			
Ware, Miss	Kendrew-street Bd. S., Darlington			

Dewsbury and District Local Board.

Sec., Mr R. Gadie, Bd. S., Park-road, Batley.

(*List of Subscribers not sent in.*)

Finsbury and City Local Board.

Sec., Mr H. Clark, Bd. S., Blundell-street, Caledonian-road, N.

Abbott, Rev E. A., M.A., D.D.	City of London S.	£0	10	0
Adams, Mr	Tabernacle-row S., City-road	0	5	0
Austin, Mrs	York-road Infants' Bd. S.	0	5	0
Baker, Mrs	Bath-street Bd. S., City-road, E.C.	0	5	0
Barriball, Mr and Miss A.	W. S., Hornsey-road	0	10	6
Barriball, Mr	W. S., Hornsey-road	0	5	0
Barriball, Miss	W. S., Hornsey-road	0	5	0
Bilton, Miss	W. S., Highbury	0	5	0
Bourke, Mr	Holloway College	0	5	0
Broome, Miss	Bd. S., Gillespie-road	0	5	0
Buckley, Miss	St. Jude's S., Mildmay Park	0	5	0
Clark, Mr H.	Blundell-street Bd. S., Caledonian-road, N.	0	5	0
Clarke, Mr G. J.	Bath-street Bd. S., City-road, E.C.	0	5	0
Clarke, Mr G. J.	Bath-street Bd. S., City-road, E.C. (per Box)	0	10	0
Clarke, Mrs	Bath-street Bd. S., City-road, E.C.	0	5	0
Clinton, Mrs	Bd. S., Vittoria-street, Pentonville	0	5	0
Coleman, Mr	Bd. S., Vittoria-street, Pentonville	0	5	0
Cooper, Miss	Bd. S., South Hornsey	0	5	0
Cries, Miss	Bd. S., Poole's Park	0	5	0
Crow, Mr	Red Coat S., St. Luke's	0	10	0
Culley, Miss	Holy Trinity, Gray's Inn-road	0	5	0
Dames, Mr	St. Anne's S., Poole's Park	0	5	0
Davis, Mr J.	Caledonian-road Bd. S.	0	5	0
Dell, Mr J.	St. Matthew's S., City-road	0	5	0
Ebbels, Miss	Holy Trinity S., Cloudesley-street	0	5	0
Ebbels, Miss M.	Penton-grove Bd. S.	0	5	0
Frayes, Mr	Dunncombe-road Bd. S., Upper Holloway	0	5	0
Gates, Mr	W. S., Highbury	0	5	0
Green, Miss	St. Barnabas' S., Holloway	0	5	0
Green, Miss E.	St. Barnabas' S., Holloway	0	5	0
Harris, Mrs	52, Albion-grove, Barnsbury	0	5	0
Hassell, Miss	Bd. S. Winchester-street	0	5	0
Lee, Mr	Bd. S., Cottenham-road	0	5	0
Major, Mr L.	Holy Trinity S., Cloudesley-street	0	5	0
Meore, Mr	Bishopsgate Ward S.	0	5	0
Musker, Mr	St. Barnabas' S., Holloway	0	5	0
Neville, Mr	Defoe-road Bd. S., Stoke Newington	0	5	0
Potts, Mr	Baldwin's-gardens N. S.	0	5	0

Scott, Mr	St. Matthew's Bd. S., Stoke Newington	£0 5 0
Smith, Mr C.	St. Thomas Charterhouse S., Goswell-road	0 5 0
Sneath, Mr	St. Andrew's S., Hatton Garden	0 5 0
Surley, Miss	Winchester-street Bd. S.	0 5 0
Surr, Mrs, M.L.S.B.	The Shrubbery, Stamford-hill	1 0 0
Sykes, Mr	Bd. S., Gillespie-road	0 5 0
Tattersall, Mr	Bd. S., Wordsworth-road, Hornsey	0 5 0
Walker, Mr S.		1 0 0
Williams, Mr, B.A.	School Board Offices, Victoria Embankment	0 10 6
Collection at London Institution		0 5 3
Sums under 5s.		0 13 6

Furness and District Local Board.

Sec., Mr J. Morgan, School House, Cambridge-street, Barrow-in-Furness.

(*List of Subscribers not sent in.*)

Gainsborough, North Notts, and District Local Board.

Sec., Mr B. T. Adlard, Church-street, Gainsborough.

(*List of Subscribers not sent in.*)

Greenwich and District Local Board.

Sec., Mr Webb, Bd. S., Burrage-grove, Plumstead.

(*List of Subscribers not sent in.*)

Great Yarmouth and District Local Board.

Sec., Mr S. Chambers, Boys' N. S., Lowestoft.

Burman, Mr C. H.	Children's Hospital, Great Yarmouth	0 5 0
Buscall, Mr A. W. M.	Bd. S., Beccles	0 10 0
Chambers, Mr S.	Boys' N. S., Lowestoft	0 5 0
Freeman, Mr J. L.	B. S., Lowestoft	0 5 0
Kerry, Miss	B. S., Somerleyton, Lowestoft	0 5 0
Nicholls, Miss	Girls' N. S., Lowestoft	0 5 0
Palmer, Mr D. W.	Bd. S., Wrentham, Wangford	0 10 0
Rix, Mr G. R.	Bd. S., Somerleyton, Lowestoft	0 10 0
Spanton, Mr B. W.	Children's Hospital, Great Yarmouth	0 5 0
West, Mr G.	Bd. S., Bungay	0 5 0
Woodward, Mr H. T.	Public S., Lodden, Norwich	0 5 0
Sums under 5s.		0 10 0

Hackney District Local Board.

Sec. Mr T. Neill, Christ Church S., New North-road, N.

Allen, Miss	Bd. S., Nichol-street, Shoreditch, E.	0 10 0
Brockhurst, Miss	W. S. Mintern-street, Hoxton, N.	0 5 0
Bullock, Miss	Bd, S., Wolverley-street, Bethnal Green, E.	0 10 0
Burr, Miss	B. S., Adelphi, Hackney-road, E.	0 5 0
Day, Mr	B. S., Abbey-street, Bethnal Green, E.	1 0 0
Day, Mr	,, (Half proceeds of Entertainment)	2 2 0
Day, Mr	,, (Collecting box)	0 6 1½
Devonshire, Mr	W. S., Mintern-street, Hoxton, N.	0 5 0
Eassie, Miss	Cong. S., Middleton-road, Dalston, E.	0 5 0
Gardner, Mr T.	W. S., Homerton, E.	0 5 0
Greenway, Mr	Bd. S., Tottenham-road, Kingaland, N.	0 5 0
Jeffries, Mr	W. S., Dalston, E.	0 5 0
Neill, Mr	Christ Church S., New North-road, N.	0 5 0
Powell, Mr	The School, Homerton College, E.	0 5 0
Pratt, Mr	Cong. S., Middleton-road, Dalston, E.	0 5 0
Tanner, Miss	Bd. S., Warley-street, Bethnal Green, E.	0 5 0

Tomlinson, Mr	Bd. S., Nichol-street, Bethnal Green, E.	£0	10	0
Waugh, Mr	2, Cawley-road, Victoria-road, E.	0	5	0
Wells, Mr	W. S., Approach-road, Victoria Park, E.	0	5	0
Willson, Mr	St. Philip's S., Mount-street, Bethnal Green, E.	0	5	0
Hackney Association collecting box		0	14	10½
Amounts under 5s.		0	5	0

Huddersfield and District Local Board.

Sec., Mr T. Pendlebury, 9, New-street, Huddersfield.

(*List of Subscribers not sent in.*)

Lambeth District Local Board.

Sec., Mr Maidment, Green Coat S., Camberwell.

(*List of Subscribers not sent in.*)

Leeds Local Board.

Sec., Mr E. Moore, 5, Bagby-street, Woodhouse, Leeds.

Barber, Mr	Carlton-hill Bd. S., Leeds	0	5	0
Brookes, Mr	W. S., Richmond-hill, Leeds	0	5	0
Broscombe, Mr	Par. Church S., Leeds	0	5	0
Cockerlyne, Mr	Bd. S., York-road, Leeds	0	5	0
Dexter, Mr	St. Luke's S., North-street, Leeds	0	5	0
Eaton, Mr	St. Luke's S., Beeston-hill, Leeds	0	5	0
Goodacre, Mr	Bd. S., Methley, Leeds	0	5	0
Green, Miss	Bd. S., Upper Wortley, Leeds	0	5	0
Haler, Mr	Bd. S., Princes Field, Holbeck, Leeds	0	5	0
Hamlett, Mr	St. Jude's S., Hunslett, Leeds	0	5	0
Lindley, Mrs	Bd. S., Kirkstall, Leeds	0	5	0
Locke, Mr	Bd. S., Bewerley-street, Leeds	0	5	0
Moore, Mr	Zion Bd. S., New Wortley, Leeds	0	5	0
Niddry, Miss	Bd. S., Roundhay-road, Leeds	0	5	0
Pedley, Mr	St. Andrew's S., Leeds	0	5	0
Ridout, Mr	St. Philip's S., Wellington-street, Leeds	0	5	0
Tinker, Mr	St. Matthew's S., Little London, Leeds	0	5	0
Tomlinson, Mr	Bd. S., Leylands, Leeds	0	5	0
Turner, Mr	St. George's S., Leeds	0	5	0
Whitworth, Mr	School-house, Manston, Leeds	0	5	0

Leicester Scholastic Local Board.

Sec., Mr King, Bd. S., Belgrave, Leicester.

Chard, Mr	Ansty Bd. S., Leicester	0	10	0
Cooper, Mr	Syston-street Bd. S., Leicester	0	5	0
Dixon, Mr	Great Meeting Bd. S., Leicester	0	5	0
Elliott, Miss	St. Luke's S., Leicester	0	5	0
Eyre, Mr	Belgrave-road Bd. S., Leicester	0	5	0
Farmer, Mr	St. Margaret's N. S., Leicester	0	5	0
Grewcock, Mr	Belgrave N. S., Leicester	0	5	0
Hodges, Mr	St. Martin's N. S., Leicester	0	5	0
King, Mr	Bd. S., Belgrave, Leicester	0	5	0
Webb, Mr	N. S., Hinckley, Leicester	0	5	0
The Ladies' Committee, per Miss Baker		1	7	7

Liverpool and District Local Board.

Sec., Mr Taylor, Butler-street Bd. S., Liverpool.

Allen, Mr	Ashfield-street Bd. S., Liverpool	£0	5	0
Cowan, Miss	Queen's-road Bd. S., Liverpool	0	5	0
Fryer, Miss	Everton-road Bd. S., Liverpool	0	5	0
Gardner, Mr	St. Chrysostom's N. S., Liverpool	0	10	0
Griffin, Miss	Ashfield-street Bd. S., Liverpool	0	5	0
Hawe, Miss	St. Stephen's, Edgehill	0	5	0
Knight, Miss	Butler-street Bd. S., Liverpool	0	5	0
May, Mr	Christ Church, Everton	0	5	0
McKercher, Miss	William Henry-street Bd. S., Liverpool	0	5	0
Miller, Miss	William Henry-street Bd. S., Liverpool	0	5	0
Packman, Miss	N. Corporation Bd. S., Liverpool	0	5	0
Powell, Mr	William Henry-street Bd. S., Liverpool	0	10	0
Pritchard, Mr	Walton-lane Bd. S., Liverpool	0	5	0
Rathbone, S. G., Esq.		5	5	0
Rossendale, Miss	William Henry-street Bd. S., Liverpool	0	5	0
Russell, Mr	St. Mary's S., Edgehill	0	5	0
Sinister, Miss	Ashfield-street Bd. S., Liverpool	0	5	0
Suddaby, Mr	St. Matthew's S., Liverpool	0	5	0
Taylor, Mr	Butler-street Bd. S., Liverpool	0	10	0
Sums under 5s		0	17	6
From Concert		48	0	0

London (East) Local Board.

Sec., Mr Edwin Johnson, St. Paul's-road Bd. S., Bow Common.

Chatterton, Mr E.	Bd. S., Knapp-road, Bromley, E.	0	10	0
Clarke, Miss J.	Saith-grove, Burdett-road, Bd. S.	0	10	0
Clifton, Mr C. F.	Bd. S., Halley-street, Stepney	0	10	0
Colchester, Mr	St. Saviour's N. S., Poplar	0	10	0
Combes, Mr	Bd. S., Haverstock-hill	2	0	0
De Main, Mr J.	Bd. S., Brunswick-road, Poplar	0	10	0
Filer, Mr C.	Bd. S., Hanbury-street, Mile End	1	0	0
Grimwood, Mr	Bd. S., Chicksand-street	0	5	0
Hines, Mr E.	Bd. S., Berner-street	0	10	0
House, Mr	Bd. S., Mary-street, Bromley	0	10	0
Howard, Mr	Bd. S., Broad-street, Ratcliff	0	5	0
Hurden, Mr	Bd. S., Ricardo-street, Poplar	0	5	0
Johnson, Mr E.	Bd. S., St. Paul's-road, Bow Common	0	15	0
Muir, Miss M.	Bd. S., High-street, Bromley	0	5	0
Oakley, Mr A. H.	Glengall-road, Cubitt Town	0	15	0
Price, Mr	Bd. S., North Bow	0	5	0
Richards, Mr	Bd. S., High-street, Bromley	0	5	0
Scriven, Miss Annie	Northey-street Bd. S.	0	5	0
Scriven, Mr R. J.	Bd. S., Wood-street, Spitalfields	0	10	0
Scriven, Miss M. A.	Bd. S., High-street, Bromley	1	0	0
Scriven, Miss M.	Ben Jonson Bd. S.	0	5	0
Smith, Mr W. F.	Bd S., Ricardo-street	0	5	0
Smith, Mr G. M.	Bd. S., Burdett-street (Half-time)	0	5	0
Sinclair, Mrs	Bd. S., St. Paul's-road, Bow Common	0	10	0
Taffs, Mr	Bd. S., St. Paul's-road, Bow Common	0	5	0
Usherwood, Mr	Bd. S., Baker-street, Stepney	0	10	0
West, Mr R.	Bd. S., Cayley-street, Limehouse	0	5	0
Wild, Mr A. H.	Bd. S., Lower Chapman-street	0	10	0
Wilt, Mr R.	Bd. S., Byron and Bright-street, Bromley	0	5	0
Whitaker, Mr R.	Ben Jonson Bd. S.	0	10	0
Wodbank, Mrs	W. S., Hale-street, Poplar	0	5	0

Luton Local Board.

Sec., Mr Middle, 19, Oxford-road, Luton.

(*List of Subscribers not sent in.*)

Marylebone Local Board.

Sec., Mr T. J. Winter, 19, Nutford-place, W.

Fuller, Miss	St. Luke's Infants' S., Nutford-place	£0	5	0
Grove, Mr	All Souls' N. S., Langham-place, W.	0	5	0
Lightfoot, Mr	W. S., Leighton-road, Kentish Town	0	5	0
Newbury, Miss	St. Luke's Girls' S., Nutford-place, W.	0	5	0
Payne, Mr	Bd. S , Medburn-street	0	5	0
Williams, Mr	Bd. S., Henry-street, Hampstead-road	0	5	0
Winter, Mr	St. Luke's S., Nutford-place	0	5	0
Winter, Mr W.	St. Mary Magdalene's S., Harrow-road	0	5	0
Winter, Mr T. J	Bd. S., Henry-street, Hampstead-road	0	5	0

Newport (Mon.) and District Local Board.

Sec., Mr Bowden, Schoolhouse, Llandevand, Caerleon, Newport.

(*List of Subscribers not sent in.*)

Newbury and District Local Board.

Sec., Mr Humphries, N. S., Kentbury, Hungerford, Berks.

(*List of Subscribers not sent in.*)

Norwich and District Local Board.

Sec., Mr Turner, Old Meeting B. S., Norwich.

Francis, Mr G.	Thorpe Hamlet Bd. S., Norwich
Norton, Miss	Surrey-road Infant S.
Pearson, Mr	Elmham End. S., East Dereham
Taylor, Miss	Heigham-street Bd. S., Norwich
Tench, Mr J. H.	St. Augustine's Bd. S., Norwich
Trew, Miss	Bd. S., Carrow Works, Norwich
Turner, Mr J. D.	Old Meeting B. S., Norwich
Wilson, Mr	Bd. S., Surrey-road, Norwich

Northumberland (North) Local Board.

Sec., Mr H. W. Willits, B. S., Berwick-on-Tweed.

McVittie, Mr P.	N. S., Ravensdowne, Berwick-on-Tweed	0	5	0
Willits, Mr H. W.	B. S., Berwick-on-Tweed	0	5	0
	Sums under 5s	0	3	0

Pembrokeshire Public Elementary Local Board.

Sec., Mr T. C. Rees, Barn-street Bd. S., Haverfordwest.

Aswell, Mr	Neyland Bd. S., Haverfordwest
Barfoot, Mr	Prendergast Bd. S., Haverfordwest
Reed, Mr	Barn-street Bd. S., Haverfordwest
Shoofield, Mr	Whitland Bd. S., Haverfordwest
Stinkett, Mr	Llangwn N. S., Haverfordwest

Plymouth and District Local Board.

Sec., Mr Ruse, 2, Oxford-place, Plymouth.

Hitchings, Mr	North-road, Plymouth	£0	5	0
Rider, Mr	Haddington-road, Stoke	0	10	0
Rendle, Mr	Grey Coat S., Plymouth	0	5	0
Ruse, Mr	2, Oxford-place, Plymouth	0	5	0
Savage, Miss	Tracey-street Bd. S., Plymouth	0	5	0
Webb, Mr	22, St. James'-place, Plymouth	0	5	0

Royston District Local Board.

Sec., Mr C. Attridge, N. S., Royston, Herts.

Attridge, Mr C.	N. S., Royston, Herts	0	5	0
Beaumont, Mr	Bd. S., Harston, Cambridge	0	5	0
Bennett, Mr	B. S., Baldock, Herts	0	5	0
Kelley, Mr	B. S., Melbourn, Royston, Cambs	0	5	0
Moss, Miss A.	B. S., Hitchin, Herts	0	5	0
Moss, Miss S. A.	B. S., Walsworth, Hitchin, Herts	0	5	0
Quarry, Mr	N. S., Foulmire, Royston, Cambs	0	5	0

Scarborough and District Local Board.

Sec., Miss Jones, Lancasterian S., St. Mary's Walk, Scarborough.

Ascough, Mr	School Board Office, King-street, Scarborough	0	5	0
Brown, Mr	Central Bd. S., Scarborough	0	5	0
Brown, Mrs	Central Bd. S., Scarborough	0	5	0
Jones, Miss	Lancasterian Bd. S., Scarborough	0	5	0
Tewdall, Mr	20, Trafalgar Square, Scarborough	0	5	0
Watson, Mr	Lancasterian Bd. S., Scarborough	0	10	0

Sheffield Local Board.

Sec., Mr S. B. Rose, Philadelphia Bd. S., Sheffield.

Baldwin, Mr T.	High-green S., Sheffield	1	0	0
Champley, Mr. G.	Pye-bank Bd. S., Sheffield	0	5	0
Chevassût, Mr. F. G.	Darnall-road Bd. S., Sheffield	0	5	0
Ducekett, Mr J. B.	Chapeltown End. S., Sheffield	0	5	0
Green, Miss	Walkley Bd. S., Sheffield	0	5	0
Rose, Mr S. B.	Philadelphia Bd. S., Sheffield	0	10	0

Somerset (East Central) Local Board.

Sec., Mr B. Waters, Camerton N. S., Bath.

1878.

Adkins, Miss	Holcombe N. S., Bath	0	5	0
Bowman, Mr G.	West Pennard N. S., Glastonbury	0	5	0
Champion, Miss	Shepton Mallet N. S.	0	5	0
Davis, Mr E.	St. John's N. S., Glastonbury	0	10	0
Dibdin, Mr H.	Shepton Mallet N. S.	0	5	0
Dowling, Mrs	Easton N. S., Wells	0	5	0
Dungate, Mr. T.	Meare Bd. S., Glastonbury	0	5	0
Grant, Mr. J.	Chewstoke N. S., Bristol	0	5	0
Gunn, Mr J.	East Harptree N. S., Bristol	0	5	0
Hargreaves, Mr J.	Evercreech N. S., Bath	0	5	0
Knight, Mr. A.	Central N. S., Wells	0	5	0
Saunders, Miss	Evercreech N. S., Bath	0	5	0
Tredaway, Mr G. J.	Chewton N. S., Bath	0	5	0
Waters, Mr B.	Camerton N. S., Bath	0	10	0

1879.

Davis, Mr E.	St. John's N. S., Glastonbury	£0	5	0
Grant, Mr J.	Wookey Hole N. S., Wells	0	5	0
Gunn, Mr J.	East Harptree N. S., Bristol	0	5	0
Knight, Mr A.	Central S., Wells	0	5	0
Tredaway, Mr G. J.	Chewton N. S., Bath	0	5	0
Waters, Mr B.	Camerton N. S., Bath	0	5	0

Southwark Local Board.

Sec., Mr W. R. Cory, Bd. S., Russell-street, Bermondsey, S. E.

Balding, Mrs	St. Saviour's, Boro', Southwark	0	5	0
Bromley, Miss	Bd. S., Alexis-street, Bermondsey	0	5	0
Bulcraig, Miss	Bd. S., Monnow-road, Bermondsey	0	5	0
Burgwin, Mr	Bd. S, Orange-street, Borough	0	5	0
Carter, Miss	Bd. S., Marlborough-street, Borough	0	5	0
Cory, Mr	Bd. S., Russell-street, Bermondsey	0	5	0
Christian, Mr	Bd. S., Alexis-street, Bermondsey	0	5	0
Fagan, Miss	W. S., Chapel-place, Long-lane, Bermondsey	0	5	0
Gibson, Mr	Bd. S., Orange-street, Borough	0	5	0
Greenwood, Mr	Bd. S., Jamaica-level, Bermondsey	0	5	0
Ginn, Miss	Bd. S., Orange-street, Bermondsey	0	5	0
Gibson, Miss	St. Saviour's Bd. S., Borough	0	5	0
Holloway, Mr	Bd. S., Marlborough-street, Borough	0	5	0
Howard, Mrs	Bd. S., Alexis-street, Bermondsey	0	5	0
Leary, Mr	W. S., Long-lane, Bermondsey	0	5	0
Lumley, Mr	Bd. S., Monnow-road, Bermondsey	0	5	0
Mitchell, Mrs	Bd. S., Keeton's-road, Bermondsey	0	5	0
Mitchell, Mr	Bd. S., Farncombe-street, Bermondsey	0	5	0
Parish, Miss	359, Old Kent-road, Southwark	0	10	0
Parsons, Mrs	Bd. S., Keeton's-road, Bermondsey	0	5	0
Paige, Mr	Warwick-lane, Paternoster-row	0	5	0
Paige, Mr	Warwick-lane, Paternoster-row	0	5	0
Phillips, Miss	Bd. S., Keeton's-road, Bermondsey	0	5	0
Stanton, Mr	Bd. S., Orange-street, Borough	0	5	0
Stingo, Mr	Bd. S., Lant-street, Borough	0	5	0
Salmon, Mr	Bd. S., Belvedere-place, Borough-road	0	5	0
Sheeter, Mr	Bd. S., Holland-street, Borough	0	5	0
Smith, Mr T. H.	Bd. S., Rolls-road, Bermondsey	0	5	0
Smith, Mr W. G.	Bd. S., Monnow-road, Bermondsey	0	5	0
Ternouth, Mr	Bd. S., Rotherhithe New-road, Rotherhithe	0	5	0
Truscott, Miss	Bd. S., Belvedere-place, Borough-road	0	5	0
Vincent, Mr	Bd. S., Alexis-road, Bermondsey	0	5	0
Vincent, Mrs	Bd. S., Monnow-road, Bermondsey	0	5	0

Taunton and West Somerset Local Board.

Sec., Mr T. J. Bunston, N. S., Kingston, Taunton.

Blackman, Mr	Bd. S., Middlezoy, Bridgwater
Bunston, Mr	N. S., Kingston, Taunton
Clark, Mr G.	Temple W. S., Taunton
Leng, Mr	St. John's N. S., Eastover, Bridgwater
Martin, Mr	N. S., Cannington, Bridgwater
Tucker, Mr	N. S., Creech, Taunton
Way, Mr	N. S., Highbridge, Somerset
Wadmore, Mr	N. S., Spaxton, Bridgwater

Westminster Local Board.

Sec., Mr Knapp, St. Clement's Danes N. S., Stanhope-street, Strand, W.C.

Beer, Miss	St. Gabriel's S., Pimlico	£0	10	0
Block, Miss	N. S., Esher	0	5	0
Binns, Mr	2, Ludgate-circus, E.C.	1	1	0
Brook, Mr	Wesleyan Training College, Horseferry-road	0	5	0
Cousins, Miss	Bd. S., Buckingham-gate, Westminster	0	5	0
Cowham, Mr	Wesleyan Training College, Horseferry-road	0	5	0
Cutler, Mr	3, Clarendon-street, S.W.	1	0	0
Elderkin, Mr	Wesleyan Training College, Horseferry-road	0	5	0
Featherstone, Miss	Wesleyan Training College, Horseferry-road	0	5	0
Genner, Mr	United Westminster S., Victoria-street, S.W.	0	5	0
Haynes, Miss	Bd. S., Vere-street, W.C.	0	5	0
Hutchings, Miss	Bd. S., Vere-street, W.C.	0	5	0
Kinton, Mr	Wesleyan Training College, Horseferry-road	0	5	0
Knapp, Mr	St. Clement Danes N. S.	0	5	0
Latham, Mr	Bd. S., Buckingham-gate, S.W.	1	0	0
Mansford, Mr	Wesleyan Training College, Horseferry-road	1	1	0
Morris, Miss	Bd. S., Covent-garden	0	5	0
O'Hanlan, Mr	St. Mary's R. C. S., Westminster	0	5	0
Smith, Mr W	United Westminster S., Victoria-street, S.W.	0	5	0
Stone, Mr	St. James' Offertory S., 7, Swallow-street, W.	0	10	0
Summers, Mr	Bd. S., Covent-garden	0	10	0
Weatherdon, Miss	Bd. S., Vere-street, Lincoln's-inn, W.C.	0	5	0
West, Mr	Wesleyan Training College, Horseferry-road	0	5	0
Willans, Mr	Pimlico W. S., Warwick-street, S.W.	0	5	0
P. T. of St. Gabriel's S., Pimlico (per Miss Beer)		0	5	0
Sums under 5s		0	4	6

Whickham and District Local Board.

Sec., Mr Dennis, Par. S., Whickham-by-Gateshead.

(*No returns.*)

Wilts Local Board.

Sec., Mr J. Williams, G. W. R. S., New Swindon.

Stote, Mr A	Par. S., Swindon
Williams, Mr	G. W. R. S., Swindon

The Teachers' Orphanage and Orphan Fund.

LIST OF OFFICERS AND COUNCIL (1880).

Trustees.

SIR N. DE ROTHSCHILD, Bart., M.P.; J. WHITWELL, M.P.; J. W. GROVE; R. SYKES.

Chairman.

MR. R. SYKES, Board School, Gillespie-road, Highbury Vale, N.

Vice-Chairman.

Mr. L. W. POTTS, National School, Baldwin's-gardens, Holborn, W.C.

Treasurer.

Mr. J. H. DEVONSHIRE, Wesleyan School, Mintern-street, Hoxton, N.

Secretary.

Mr. T. E. HELLER, 7, Adam-street, Adelphi, W.C.

Ex-officio Members.

Mr. G. J. Rankilor (President N. U. E. T.), St. Clement's National Schools, Nechells, Birmingham.
Mr. J. R. Langler, B.A. (Vice-President N. U. E. T.), Training College, Horseferry-road, S.W.
Mr. J. W. Grove (Ex-President N. U. E. T.), All Souls' School, Langham-place, W.
Mr. R. Greenwood (Treasurer N. U. E. T.), 102, Avondale-square, Old Kent-road, S.E.

Elected Members.

Abbott, Mr. T., St. Matthias' School, Cemetery-road, Sheffield.
Adams, Mr. J. F., School Board Offices, Tottenham.
Barnet, Mrs., St. Bartholomew's School, Bethnal Green, E.
Burgwin, Mrs., Board School, Orange-street, Southwark, S.E.
Clark, Mr. H., 436, Caledonian-road, N.
Cooper, Miss, 110, Albion-road, Stoke Newington, N.
Crowther, Mr. W., British School, Derby.
Cutler, Mr., Fernside, Althorpe-road, Wandsworth Common, S.W.
Day, Mr. T. N., Abbey-street Schools, Bethnal Green.
Gardner, Mr. S., Wesleyan School, Homerton, E.
Graves, Mr. J. J., Endowed School, Lamport, Northampton.
Heller, Mrs., 40, Gauden-road, Clapham, S.W.
Jones, Mrs., St. Saviour's School, Herne Hill-road, Loughborough Junction, S.W.
Lethbridge, Mr. E. B., Board School, Hanover-terrace, Brighton.
Oakley, Mr. A. H., 21, Edward-street, East Greenwich, S.E.
Philpott, Mr., Brooklyn House, Stapleton-road, Bristol.
Smith, Mr. T. H., Board School, Rolls-road, Bermondsey, S.E.
Sykes, Mrs., 16, Browswood-road, Highbury Vale, N.
Tait, Mr. S. B., Croft House-lane, Marsh, Huddersfield.
Tattersall, Mr., 110, Albion-road, Stoke Newington, N.
Tattersall, Miss, 110, Albion-road, Stoke Newington, N.
Tidmarsh, Mr. J., 13, Boro'-street, Brighton.
Tottle, Mr. G., Central Board School, High Wycombe, Bucks.
Vincent, Mr., Board School, Larkhall-lane, Clapham, S.W.
Voisey, Mr. R., Board School, Bellenden-road, Peckham, S.E.
Waugh, Mr., 10, Albert-terrace, Wetherall-road, South Hackney, E.
Webb, Mr. J., Church-road Board School, Leyton, Essex.
Wells, Mr. W. G., Wesleyan School, Warwick-street, Pimlico, S.W.

THE TEACHERS' ORPHANAGE AND ORPHAN FUND.

Second Annual Report of the Council.

The Council present their second Annual Report to the contributors with feelings of thankfulness for the success which has attended the fund during the past year. This success is measured not so much by the actual amount of the contributions paid in during the past year, as by the evident growth of the interest taken by the profession in the establishment of an Orphanage and Orphan Fund, and the marked sympathy which the undertaking has received in all parts of the country.

As will be seen from the balance-sheet the greater part of the amount realised during the past year has resulted from organised efforts in connection with the various Teachers' Associations. No less a nett sum than £1,055 10s. 10d. has been derived from bazaars, sales of work, concerts and entertainments; while the amount from annual and life contributions is only £196 4s. 7d. The Council, however, have reason to believe that during the present year a very large increase in the number of annual contributors will take place, as many Associations which were indifferent to the scheme at the outset, are now among the most active workers in its behalf. A sum of £124 has been received from Local Associations, and this may represent to a large extent an addition to the annual contributions. Donations amounting to about £40 have also been received. The first Orphan Day realised a sum of £250 16s. 6d., and it is confidently hoped that next May the Teachers' Orphan Day will be much more widely observed than on the first occasion. Among the special efforts of the year the bazaar in connection with the Conference at Nottingham stands first. The gross proceeds of this bazaar and supplementary sale of work amounted to £1,059 1s. 2d., the working expenses being £196 12s. The Nottingham Committee generously gave up their right to apportion this between the Benevolent and Orphanage Funds, and left it to the Associations which had furnished the stalls at the bazaar, each Association being credited with the gross amount of the sales effected by them. The apportionment, however, works out so that one-third of the proceeds is devoted to the Teachers' Benevolent Fund and two-thirds to the Orphanage and Orphan Fund. This would give £353 0s. 5d., less £65 10s. 8d., or £287 9s. 9d. to the Benevolent Fund, and £705 0s. 9d., less £131 1s. 4d., or £574 19s. 5d. to the Orphanage and Orphan Fund. Next in importance to the Nottingham bazaar must be classed that held in the Hackney Division of the metropolis, which resulted in a sum of £300 being sent up to the Fund. It is understood that very successful bazaars have been held in Finsbury and other places, the proceeds of which have not yet come to hand. It is also worthy of note that the Hackney Association contributed nearly £60 as the amount collected on the Orphan Day. Liverpool contributed nearly £50 in the same manner, while Southwark, Sheffield, Stowmarket, Merthyr Tydvil, Louth, Norwich, Wigton and other Associations have contributed liberally to the Fund.

The Council have held twelve Council meetings and seven Committee meetings during the year, which have been well attended both by town and country members. The Council have revised the rules regulating the Fund, and make some definite propositions to the Annual Meeting for their amendment. They have also deliberated on the best means of extending and developing the Fund, and have prepared and issued a large supply of leaflets for distribution throughout the country.

The Council congratulate the contributors on the fact that so soon after the foundation of the Fund it has been possible to elect ten orphans to home allowances. Six of these were elected in the early part of the year, and up to December 31st each of them had received three quarters' allowance (£9 15s.). In December four other orphans were elected, and all have received their first quarter's

allowance for the year 1880, which, however, does does not appear in the present balance-sheet. From the large amount specially paid to the Orphan Fund during the year, the Council recommend that four additional allowances may be granted at the Annual Election in June, 1880.

Feeling that the time has now arrived when the efforts made by teachers in aid of the Fund would justify an appeal to the public, the Council think it would be well that the teachers throughout the country should solicit the assistance of the friends of education in making provision for the orphans of teachers. If this were systematically attempted it is believed that a very liberal response would be made to the appeal. The Council also think it highly important that the trustees should now be appointed, as considerable sums of money will probably pass into the Fund during the coming year. They, therefore, nominate the following persons as trustees, all of whom have consented to accept the office: Sir N. de Rothschild, M.P., J. Whitwell, Esq., M.P., J. W. Grove, Esq., and R. Sykes, Esq.

The working expenses of the Fund have been hitherto small, but the Council are of opinion that it would be wise to contribute, in conjunction with the Central Committee of the Benevolent Fund, towards the cost of providing the Secretary with additional clerical assistance. Representations on this subject have been made during the year to the Executive of the National Union of Elementary Teachers, and it is hoped that shortly some definite arrangement may be arrived at.

The Council have much pleasure in inviting the attention of the contributors and of teachers generally to the fact that a bazaar, similar to that held at Nottingham, will take place in Brighton during Easter week. The thanks of the Council are due to the Brighton teachers for the spirited and self-denying manner in which they have made preparations for this bazaar.

The Council conclude their report by appealing most earnestly to the profession at large for continuous and extended support. A simultaneous effort by all teachers would enable the Council to proceed at once with the establishment of the Orphanage, and it appears to them that the raising of a sum as large as £30,000 in one year would by this means be perfectly possible.

(Signed) THOMAS EDMUND HELLER, Secretary.

7, Adam-street, Adelphi, W.C., March 3rd, 1880.

BALANCE SHEET OF ORPHANAGE AND ORPHAN FUND.

Dr. | *Cr.*

RECEIPTS.				£	s.	d.
To Life Contributions				140	5	0
„ Annual Contributions				50	15	7
„ Association Contributions				123	18	2
„ Donations				43	18	0
„ Orphan Day Collection				250	16	0
„ Bazaars—						
Nottingham	706	10	0			
Less	131	10	0			
	575	0	0			
Hackney	300	0	0			
				875	0	0
„ Concerts, Entertainments, &c.				156	11	5
„ Interest on Stock				12	15	0
				£1,653	19	2

EXPENDITURE.	£	s.	d.
By Postage, Telegrams, &c.	9	7	11
„ Printing and Stationery	2	9	2
„ Orphan Allowances (to December 31st, 1879)	58	10	0
„ Collecting Boxes	3	2	0
„ Survey of Site (1876)	11	4	4
„ Moiety of Cost of Lantern	10	0	0
„ Petty expenses	0	11	7
„ Cash in Hand of Secretary	1	11	0
„ Balance at Bank	707	3	2
„ Stock	850	0	0
	£1,653	19	2

Audited and found correct, March 3rd, 1880,

CHAS. WILSON, } *Auditors.*
HY. CLARK, }

(APPENDIX.)

RULES FOR THE MANAGEMENT OF THE TEACHERS' ORPHANAGE AND ORPHAN FUND.

[*As adopted by the Annual Meeting, March 30th,* 1880.]

TITLE.

1.—The Fund shall be called "The Teachers' Orphanage and Orphan Fund."

OBJECTS.

2 —The objects of the Fund shall be:—(1) To erect, partially endow, and maintain an Orphanage for the Orphans and necessitous children of Teachers. (2) To make grants and allowances to the Orphans and necessitous children of Teachers. In this and subsequent rules the term "necessitous child" shall mean a child whose father is permanently incapacitated.

FUNDS.

3.—The Fund shall be sub-divided into a General Fund and Special Funds. The General Fund shall consist of such contributions as are not directed by the contributors to be devoted to either of the Special Funds. The General Fund shall be applied to the purposes of the Orphanage and of the Orphan allowances in such manner as the Council shall direct. The Special Funds shall be (1) A Foundation Fund for the establishment and partial endowment of an Orphanage; and (2) An Orphan Fund from which grants and annual allowances may be paid for the benefit of Teachers' Orphans.

4.—The funds shall be vested in the name of Trustees. Every investment must be sanctioned by the Council, and be made under the authority of an express resolution conveyed in writing to the Trustees, and endorsed by the signature of the Treasurer.

5.—The Trustees and Treasurer shall at all times, when requested by the Council, give such information concerning the funds in their hands as the Council may require.

MEMBERSHIP.

6.—Any person contributing £1 per annum shall be a "Governor" of the Fund. A donor of £20 shall be a "Life Governor." Any person contributing ten shillings per annum shall be a "Member" of the Fund. A donor of £10 shall be a "Life Member." Any person contributing five shillings per annum shall be a "Subscriber," and a donor of £5 shall be a "Life Subscriber."

7.—Any person having collected and paid to the General Fund during two consecutive years a sum or sums amounting to £20 as donations shall be a Life Governor; any person having similarly collected and paid to the Fund a sum or sums amounting to £10 shall be a Life Member, and any person having similarly collected and paid to the Fund a sum or sums amounting to £5 shall be a Life Subscriber. Local Associations or Corporate bodies contributing to the Fund a sum or sums amounting to £5 or upwards shall exercise the same rights of voting as Life Contributors, for a period of twenty years.

8.—In any general election of Candidates to the Orphanage or Orphan Allowances every Life Governor and Governor shall have four votes, every Life Member or Member shall have two votes, and every Life Subscriber or Subscriber one vote each for *one-fourth* of the number of candidates to be elected. Every Life Contribution of £5 shall confer twenty votes for one year, in addition to the Life Vote. The votes recorded in favour of unsuccessful candidates shall be carried forward to their credit in succeeding elections.

MANAGEMENT.

9.—The management of the Orphanage and Orphan Fund shall be vested in a Council, consisting of the Officers of the National Union of Elementary Teachers, the Treasurer of the Fund, and thirty other Contributors, one-third of whom shall be elected by the Executive of the National Union of Elementary Teachers, from its own body, and the remaining two-thirds by the Annual General Meeting. One-half of the members elected by the Annual General Meeting shall retire annually by rotation, but shall be eligible for re-election.

10.—Every Local Association of the National Union of Elementary Teachers contributing in any year the sum of at least £50 may elect a member to serve on the Council for one year from the date of the next Annual General Meeting.

11.—The Council shall report at least twice a year to the Executive, and the Executive shall report annually to the Conference of the National Union of Elementary Teachers, on the work and progress of the Fund.

12.—The Council may adopt such additional Rules for the administration of the Fund as they may deem necessary, but all such Rules shall be presented for confirmation at the next Annual General Meeting.

13.—The Council shall meet at least once in each calendar month, except in the month of August. They shall appoint such Committees as may be necessary. The Officers, being members of the Council, shall be *ex-officio* members of all Committees and Sub-Committees, and all proceedings of Committees shall be reported to the Council.

14.—The Council shall fill any vacancy in its body occurring during the year. Members so elected shall hold office only until the next Annual General Meeting, but shall be eligible for re-election. Members who retire under this rule shall be counted as part of the half who retire under Rule 9.

OFFICERS.

15.—The Officers of the Fund shall be a Patron, Vice-Patron, Chairman, Vice-Chairman, Trustees, Treasurer, and Secretary. The Patron, Vice-Patrons, Trustees and Treasurer shall be elected by the Annual General Meeting, and the Chairman and Vice-Chairman by the Council from its own body, at the first meeting after the Annual General Meeting. The Secretary of the National Union of Elementary Teachers shall be Secretary of the Fund.

TRUSTEES.

16.—All moneys placed in the Public Funds shall be vested in the names

of the Trustees or any three of them, who shall sign a declaration of the nature of their trust, and an engagement to relinquish it upon a resolution to that effect being passed by a General or Special Meeting of the Contributors to the Fund. The moneys so invested shall be under the control and at the disposal of the Council, whose order in writing, agreed to by a majority of two-thirds of the members present, and voting at any properly constituted meeting, shall be obligatory upon, and authority to, the Trustees as to any purchase, sale, or other disposal of the same. There shall never be more than five nor less than three Trustees. No person or persons becoming bankrupt or insolvent shall continue a Trustee or Trustees of the Fund.

17.—When any vacancy in the office of Trustee shall occur, it shall be filled up at the next General Meeting of the Contributors, and the existing Trustees shall immediately thereupon transfer the funds standing in their name into the names of themselves and the newly-elected Trustees.

18.—The Trustees, or any one of them acting under their instructions, shall from time to time receive the dividends due upon the funded property, and pay the same over to the Treasurer, and shall not after such payments, as Trustee, be accountable or responsible for the application or misapplication thereof.

Treasurer.

19.—A Treasurer shall be elected annually at the Annual General Meeting. If the office shall become vacant during the year, the Council shall elect a Treasurer *pro tem.*, who shall act until the next General Meeting.

20.—The Treasurer shall not pay any moneys on account of the Fund, except on receiving a written order signed by at least three members of the Council and countersigned by the Secretary.

21.—The Treasurer shall keep the account of the Fund with such Banker as the Council shall direct, but no cheque shall be paid by the Banker unless signed by the Treasurer, the Chairman of the Council for the time being, and the Secretary.

22.—The Secretary may receive contributions to the Fund, and his receipt, given on an authorised printed form, shall be a sufficient acknowledgment of the same.

The Orphanage.

23.—The Orphanage shall be built and conducted on the "Home" system.

24.—The Council shall take no steps to procure a site until a sum of £3,000 has been promised or collected. All moneys contributed to the Foundation Fund shall be invested at interest until a site be purchased, and subsequent sums to be similarly invested until a sufficient sum is accumulated to erect buildings for 100 Orphans.

25.—That a site adequate for the accommodation of 300 children be secured, and that plans for building on the "Home" system be prepared for that number. Such plans should provide at first for the accommodation of fifty boys and fifty girls, but must be capable of extension up to the full number. That it be within the discretion of the Council to secure, if

possible, a site with buildings already erected capable of adaptation to the purposes of an Orphanage.

26.—In the interval between the adoption of the Orphanage Scheme and the time when a building can be erected or bought, the Council may, if they see fit, hire a suitable house, for the reception of the Orphans of Teachers as soon as the funds will permit them to undertake the expense.

27.—After the purchase of a site, and the erection of buildings for 100 Orphans, not more than one-half of the Foundation Fund be expended in the further extension and furnishing of the buildings.

28.—The Balance of the Foundation Fund not expended on land, building and furniture, shall be invested for the purpose of supplying a proportion of permanent income.

29.—The education of the inmates of the Orphanage shall be, as far as practicable, given within the Institution. The educational advantages shall be open to the Children of Teachers, as far as accommodation will permit, at such rate of payment as the Council may from time to time determine.

30.—The Orphans of Teachers may, if the accommodation permit, receive the full benefits of the Institution (without general election), on payment of such rates as shall be fixed, from time to time, by the Council.

31.—Any Local Association of the National Union of Elementary Teachers may elect one Orphan or necessitous Child to the full benefits of the Orphanage for every sum of £160 contributed by such Association to the Foundation Fund, as donations or payments other than Annual Subscription. This sum shall be reduced by £20 for every year of the candidate's age on admission above the age of seven years.

32.—All candidates for free admission must be the Orphans or necessitious Children of persons who have been Teachers of Elementary Schools. The Council may select (without general election) and maintain in the Orphanage one-fourth or the nearest number above one-fourth of the total number of candidates admitted free, such candidates to be Children of those who are or have been for at least three years members of the N. U. E. T. and Subscribers to the Orphanage Fund.

33.—No Orphan or necessitious Child may be admitted, except in special cases, before the age of seven years, nor shall be retained in the Orphanage beyond the age of fifteen years. Orphans may become candidates at the age of six years, but may not be admitted after the age of twelve. Orphans may receive assistance from the Orphan Fund before the age of seven.

34.—Every child admitted into the Orphanage shall receive, unless objection be taken by the surviving parent or responsible guardian, religious instruction of an undenominational character, such instruction to be given under the supervision of the Head Master or Superintendent.

35.—The Council may if they see fit, make provision for the attendance of the inmates at Divine Service at such places as may be approved by their surviving parents or responsible guardians. There shall be a service of an undenominational character held within the Institution once every Sunday.

Orphan Allowances.

36.—Allowances of Five Shillings per week may be made for the benefit of the Orphans and necessitous children of teachers. Home allowances shall not be paid after the age of fourteen years has been reached.

37.—All allowances are granted for one year certain, but may be renewed from year to year, without election, as the Council shall see fit.

38.—All Candidates for allowances must be the orphans or necessitous children of teachers who are or have been engaged in Elementary Schools, and must be at the date of Election not more than twelve years of age.

39.—The Council shall elect (without general election) one-fourth (or the nearest number above one-fourth) of the candidates to be elected to Orphan Allowances at any election.

40.—Any Local Association of the National Union of Elementary Teachers contributing special donations or payments other than Annual Subscriptions to the amount of £60, may place (without general election) one orphan or necessitous child on the Fund for an allowance of *Five Shillings* per week for a period of six years.

41.—Before every general election, the Council shall prepare a list of approved candidates, from which list the election shall be made. A copy of the list, and the voting paper, shall be sent to each person entitled to vote at least *fourteen* days before the date fixed for any election.

42.—The Council shall have power to suspend any allowance granted out of the Fund, and it shall be the duty of the Council to exercise their power in any case where it is found that the circumstances of the candidate at the time of admission were misrepresented, and in cases where the circumstances of the child have so altered as to render further assistance from the fund unnecessary.

43.—Allowances shall be paid quarterly in advance except in cases where the Council consider it necessary to make other arrangements.

Special Grants to Orphans.

44.—The Council may, if they see fit, make special grants or gratuities to the orphans and necessitous children of teachers. These grants may be supplementary to allowances already secured by election, but shall in no case exceed a sum of 2s. 6d. per week for one year.

Orphan Day and Annual Elections.

45.—The first Tuesday in May of every year shall be regarded as the "Teachers' Orphan Day," and the Annual Election to the Orphanage and Orphan Allowances shall take place on the last Saturday of June in each year.

General Annual Meetings.

46.—An Annual Meeting of the Members, Governors, and Subscribers shall be held every year in connection with the Conference of the National Union of Elementary Teachers, when the Trustees, Treasurer, and ten

members of the Council shall be elected, special grants sanctioned, and the General Business of the Fund shall be transacted.

47.—A Special General Meeting may be called at any time by the Council, or by the requisition of at least forty Contributors, sent in writing to the Secretary, not less than six weeks before the proposed date of meeting. The Secretary shall give at least fourteen days' notice of every General Meeting, such notice to state the business to be transacted.

48.—Any Contributor may nominate one Contributor for election on the Council by the Annual General Meeting; and Nominations may also be made by the Council. All Notices of Motion, Notices of Alteration of Rules, and Nominations for any General Meeting must be sent to the Secretary at least twenty-eight days previously.

Alteration of Rules.

49.—No alteration in, or addition to, these Rules, except as provided for in Rule 12, may be made, except at a general meeting. Notice of such meeting, together with a copy of all proposed alterations, shall be sent to each Subscriber at least fourteen days previously.

THE TEACHERS' ORPHANAGE AND ORPHAN FUND.

* Any corrections or alterations of addresses should be notified at once to the General Secretary.

LIFE GOVERNORS.

Abbott, Mr	St. Matthias' Schools, Sheffield (Collection)	£225	0	0
Heller, Mrs	40, Gauden-road, Clapham (Collection)	25	0	0
Martin, J., Esq.	New Inn, Lincoln's-inn, W.C.	50	0	0

ASSOCIATIONS.

Burnley and District	20	0	0
Derbyshire (South)	20	0	0
Finsbury and City	30	0	0
Greenwich District	30	0	0
Hackney District	300	0	0
Huddersfield and District	29	0	0
Ilkeston and District	30	0	0
Leicester Scholastic	35	0	0
Liverpool and District	52	19	1
Mansfield and District	40	0	0
Merthyr Tydvil	25	0	0
Norwich and District	28	0	0
Nottingham and Notts	240	0	0
Sheffield and District	100	0	0
Southwark	28	0	0
Staffordshire (North)	50	0	0

LIFE MEMBERS.

Crowther, Mr	B. S. Derby	10	0	0
Cowen, Mr	Riddings, Alfreton	10	0	0
Edgar, Mr	Manchester	10	10	0

		£	s.	d.	£	s.	d.
Gardner, Mr	W. S., Church-row, Homerton, E.				10	10	0
Inkpen, Mr J.	B. S., Stowmarket				12	0	0
Mappin, Mr.	Thornbury, Sheffield				10	10	0
Oliver, Miss	Dowlais S., Dowlais (Collection)				13	1	0
Roberts, Mr.	The Tower, Sheffield				10	0	0
Trail, Mr	Howard-street, North Shields				11	1	0
Wilson, Mr	Westbrook, Sheffield				10	0	0

ASSOCIATIONS.

Avon Valley					15	0	0
Erewash Valley (Mr. Pine)					10	0	0
Forest of Arden					10	0	0
High Wycombe and District					10	10	0
Portsmouth and District					15	12	0
Thames Valley					16	11	4

LIFE SUBSCRIBERS.

Bice, Mr.	Holy Trinity S., Louth				5	0	0
Blackie & Sons	Old Bailey, E.C.				5	0	0
Boxall, Mr	Bd. S., Galley Wall, Bermondsey				5	10	0
Bunting, Miss	St. James' Inf. S., Louth				5	0	0
Clarke, Mr	Ringwood, Hants	5	0	0			
Coleman, Miss	Commercial Travellers S., Pinner	5	0	0			
Coombes, Mr	Staff of Haverstock Hill Bd. S.	5	0	0			
Cory, Mr	St. James' S., Northampton	5	5	0			
Dennington, Mr. A. T.	St. Mark's S., Tunbridge Wells				5	9	0
Devonshire, Mr	Middle Class S., Mintern-street, Hoxton				6	0	0
Dunn, Mr	Weaver-street, Winsford				5	0	0
Foster, Mr S. G.	Pellon Lane Bd. S., Halifax				5	11	3
Gill, Mr G.	Warwick-lane				5	5	0
Goffin, Mr.	Uni. Westm. S., Alexandra-st., Victoria-st., S.W.				5	0	0
Grewcock, Mr	N. S., Belgrave, Leicester				5	0	0
Hargreaves, Mr	Bont Boys' S., Louth				5	0	0
Hatch, Mr	Haugh Shaw Bd. S., Halifax				5	11	3
Hedges, Miss	St. James' Girls' S., Louth				5	0	0
Houghton, Mr.	W. S., Louth				5	0	0
Howard, Mr.	St. Mary's Ch. End. S., Finchley	6	10	0			
Jones, Mr J	N. S., Louth				5	0	0
Lloyd, Mr W. J.	N. S., Rottingdean				5	0	0
Phillips, Mr E. R.	Bd. S., Alexis-street, Bermondsey	5	0	0			
Pinn, Mr	Central Schools, Exeter				8	10	0
Salter, Mrs	St. Mary's S., Grange-road, Bermondsey	5	0	0			
Smith, Mr W.	Hercules Recreation Club, Lambeth Schools, Hercules Buildings, S.E.				9	0	0
Smith, Mr M.	Mayor of Halifax	5	0	0			
Tiley, Miss	Girls' B. S., Louth				5	0	0
Turner, Mr	Bristol	5	5	0			
Vernon, Mr	Emanuel S., Mill-road, Liverpool	5	0	0			
Wilkinson, Miss	Holy Trinity S., Louth				5	0	0
Wilson, Mr C.	Bd. S., Gipsy-road, Norwood				6	1	8
Wood, Mr.	Mount Sorrell, Loughborough				5	0	0

ASSOCIATIONS.

Blackburn and District					7	16	4
Brighton and Sussex					5	0	0
Chipping Norton and Charlbury					5	0	0
Furness and District					6	0	0
Longton					5	13	0
London (East)					6	10	0
Market Drayton					5	0	0
Tyneside					7	10	0
West Bromwich					5	0	0
Wigton and District					5	4	2

GOVERNORS.

		£	s.	d.	£	s.	d.
Abbott, Mr Thos.	St. Matthias S., Sheffield				3	3	0
Baseden, Mr	Bd. S., Middle-street, Brighton	1	1	0			
Beaver, Mr	W. S., Whalley Range, Manchester				1	10	0
Bemrose & Sons, Messrs	Derby				1	0	0
Binns, Mr	3, Ludgate Circus, E.C.				1	1	0
Blakeney, Rev Canon	Vicarage, Sheffield				1	1	0
Bolus, Mr	Bd. S., Orchard-street, Homerton, E.				1	2	6
Breton, Miss Le	Bd. S., Maidstone-street, E.				1	1	0
Burr, Miss	Adelphi S., Hackney-road, E.				1	0	6
Button, Mr	W. S., St. George's-in-the-East, E.				1	0	0
Canwell, Miss E.	St. Margaret's S., Whalley Range, Manchester				1	1	2
Carr, Mr	French Class, Stockbury, Kent	1	2	10			
Cash, The Misses	Royal B. S.	1	0	0			
Chambers, Mr	Long Eaton, Nottingham				1	1	0
Christie, Mr	Flushing, Cornwall				1	1	0
Clarke, Mr	Ringwood, Hants				2	1	0
Clarke, Mrs	Dowlais House, Glamorgan				1	1	0
Clements, Mr T.	Bd. S., Whitstable, Kent				1	0	0
Cole, Skelton, Esq.	Sheffield	2	2	0			
Collings, Mr.	Educa. Supply Association, 1, High Holborn				1	1	0
Cook, Mr G. G.	Bishops Hull, Taunton				1	0	0
Cory, Mr	52, Keeton's-road, Bermondsey, S.E.				1	8	0
Cox, Mrs	Bd. S., Battersea Park, S.W.				1	3	0
Culling, Mr	Bd. S., Rochford, Essex				1	8	0
Cutler, Mr J. J.	St. Gabriel's S., Pimlico, S.W.				2	0	0
Dalby, Mr	W. S., Southport				3	17	0
Davies, Miss	Gellifaelog Inf. S., Dowlais				1	0	5
Davies, Mr R.	Wharton S., Winsford	3	0	0			
Dawson, Mr.	St. Margaret's S., Whalley Range, Manchester				1	7	6
Day, Mr T. N.	Abbey-street S., Bethnal Green, E.				1	5	0
Dean, Mrs	Ch. Ch. Inf. S., Roupell Park				1	6	2
Devonshire, Mr	Middle Class S., Mintern-street, Hoxton				2	2	0
Dougherty, Mr S. H.	Laurel Cottage, Newick, Lewes				1	6	0
Drane, W., Esq	Royal British S.	1	0	0			
Duckett, Mr.	End. S., Lound				2	16	0
Dunne, Miss	Bd. S., Gideon-road, Battersea				1	3	3
Diggens, Mr W. A.	Royal Victoria S., Tunbridge Wells	1	11	0			
Earnshaw, Rev F.	Earns Cliff, Sheffield				1	0	0
Eassie, Miss	Middleton-road S., Dalston				4	10	0
Edwards, W., Esq	Merthyr (H. M. I.)				1	0	0
Edwards, Miss	Dowlais Girls' S., Dowlais				1	8	0
Farnsworth, Mr J.	W. S., Portwood, Stockport				1	1	0
Gainsford, T. R., Esq.	Whiteley Wood Hals, Sheffield				1	1	0
Gardner, Mr.	Rendlesham-road Bd. S.	1	12	6			
Gill, Mr.	91, Renshaw-street, Liverpool				3	11	6
Gill, Mr.	91, Renshaw-street, Liverpool	1	13	6			
Glover, Mr					1	1	0
Graves, Mr J.	Lamport End. S.				1	0	0
Hale, Mr	Bd. S., New-road, Wandsworth-road				1	3	6
Hayter, Mrs.	Bd. S., Old Castle-street				1	13	0
Heller, Mr.	40, Gauden-road, Clapham				1	1	0
Hirst, Mr	Dowlais S., Dowlais				3	19	4
Houlson, Mr	Boys' S., Dowlais, South Wales				3	0	8
Hutchinson, Mr	St. John's, Netherton, Dudley				2	16	6
Jeffries, Mr	Mayfield-terrace S., Dalston				4	5	0
Jenkins, W., Esq	Consett Hall, Durham				1	0	0
Johnstone, Mr.	W. S., Brentnall-street, Stockport				1	1	0
Jones, Mrs	St. Saviour's, Herne Hill				1	16	0
Lethbridge, Mr E. B.	42, Coleman-street, Brighton				1	5	0
Lee, Mr.	Bd. S., Gideon-road, S.W.				1	6	4
Lewis, Mr.	Aberdare S.				1	5	0
Lewis, Miss	Dowlais Girls' S., Dowlais				1	8	0

		£ s. d.	£ s. d.
Lumley, Mr.	Bd. S., Monnow-road, S.E.		1 6 0
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Milledge, Mr	Ch. Ch. S., Hants		3 8 0
Mills, Mr	Bd. S., Pritchard-road, E.		1 0 0
Mumford, Mr	Apsley Guise, Wobourn, Beds	3 0 0	
Neill, Mr	Ch. Ch. S., Hoxton, E.		1 12 1
Nolder, Mr	Brinklow, Coventry		4 17 8
Parker, Mrs.	Bd. S., Battersea Park, S.W.		2 11 3
Phillips, Mr.	Bd. S., Gideon-road, Battersea		1 5 8
Philpotts, Mr	Bd. S., Russell Town, Bristol		1 6 0
Parsons, Mr W. J.	S., Wetwang, York	2 10 0	
Pink, Mr	Bd. S., Bollingbroke-road, Battersea		1 1 6
Pope, Mr	Bd. S., Lewisham Bridge, Greenwich		2 0 0
Potts, Mr	Baldwin's Gardens, London		2 2 0
Powell, Mr	Homerton College S.		1 14 7
Price, Mr	North Bow Bd. S.		2 15 8
Rankilor, Mr	Birmingham		1 1 0
Reakes, Mr	Bd. S., Westmoreland-road, S.E.		2 0 0
Rees, Mr	The Cefn S., Merthyr		2 0 0
Ross, Miss M.	St. Margaret's S., Whalley Range, Manchester		1 0 0
Russell, Mr W. R.	Bd. S., Wurtemberg-street, Clapham		4 6 0
Saturley, Miss	Bd. S., New-road, Wandsworth		1 0 0
Scotson, Mr	Peter-street, Manchester		4 6 0
Sandford, Rev. H.	H. M. I., Sheffield		1 0 0
Smith, Mr T. H.	Bd. S., Rolls-road, S.E.		2 5 6
Smith, Mr E.	Petersham S., Richmond	1 0 0	
Smith, Mr T.	School Board Offices, London		1 1 0
Somerville, Miss	Bd. S, Maidstone-street, Haggerstone		1 2 2
Spencer, Mr	Oldbury		1 1 0
Spilliard, Mrs	Bd. S., Rolls-road, Bermondsey		1 4 6
Stead, Mr R.	Gr. S., Folkstone		1 11 7
Sykes, Mr.	Bd. S, Gillespie-road, N.		1 1 0
Taylor, Mr	Bd. S., Rushmore-road, Hackney		1 0 4
Terry, Mr H.	N. S., Waterfoot, Manchester		1 8 6
Thomas, Mr.	School Board Office, Stoke-on-Trent		2 2 0
Thornton, Mr, M.A.	W. S., Grosvenor-street, Manchester		1 0 0
Tocher, Miss	Middleton-road S., Dalston		3 0 0
Turner, Mr	Bd. S., Romaney-road, Lower Norwood		3 6 8
Trail, Mr	Howard-street, North Shields		1 1 0
Upcher, Rev A. R.	St. Mary's Vicarage, Sheffield		1 0 0
Wade, Mr	Hurst-street S., Birmingham		1 1 0
Waugh, Mr	2, Crawley-road, South Hackney		1 6 0
Wells, Mr G. W.	Approach-road S., Victoria Park		2 2 0
Williams, E., Esq.	Cleveland Lodge, Middlesboro'		1 0 0
Wilson, Mrs	Bd. S., Gipsy-road, Norwood		3 5 0

ASSOCIATIONS.

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Ipswich and District	2 5 0
Penzance and District	1 1 6
Sunderland and District	1 1 0

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Baker, Mr.	South Hackney S., Percy-road, Well-street	0 10 0
Baker, Mr G.	N. S., Stokesay, Craven Arms, Salop	0 10 0
Barnett, Mrs.	St. Bartholomew's S., Bethnal Green	0 12 9
Barribald, Mr A.	W. S., Hornsey-road, N.	0 13 0
Bent, Mr	Great Gonerby S., Grantham	0 17 6
Bennett, Mr.	Broomfield S., Chelmsford	0 15 0
Clarke, Miss	Ringwood N. S., Hants	0 14 6
Colyer, Mr S.	Whitstable	0 16 1
Combes, Miss	Dolemeads S., Bath	0 10 0

		£ s. d.	£ s. d.
Cresswell, Mr	Dowlais, Glamorgan		0 10 0
Cullingford, Mr	Bd. S., Lyham-road, Brixton		0 10 7
Cutler, Mr.	3, Clarendon-street, Westminster		0 10 0
Dalton, Miss	W. S., Armsdale, Southport		0 10 6
Dawson, Miss O.	25, Waterloo-crescent, Dover		0 12 6
Davis, Miss	Bd. S., Tennyson-road, S.W.		0 18 4
Easterbrook, Mr	St. Mary's S., Grange-road, Bermondsey		0 16 0
England, Mrs	Bd. S., Lower Park-road, Peckham, S.E.		0 10 0
Graves, Mr	Lamport S., Northampton		0 10 0
" "	" " (1880)		0 10 0
Greenway, Mrs	3, Shacklewell-place, Kingsland		0 10 0
Greenwood, Mr	102, Avondale-square, S.E.		0 11 9
Grove, Mr.	Langham-place S.		0 10 6
Handcock, Mr	Marston, Grantham		0 17 6
Harrison, Mr	St. Bartholomew's, Bethnal Green		0 15 0
James, Mr.	N. S., Hythe		0 15 1
James, D., Esq.	Gwernllywn, Uchaf, Dowlais		0 10 0
Jemmett, Mr D.	St. Mary's, Wolverhampton		0 14 0
Jones, B., Esq	Gwernllywn, Uchaf, Dowlais		0 10 0
Jones, J. R., Esq.	Gwernllywn, Uchaf, Dowlais		0 10 0
Kendall, Mr.	S., Dowlais, South Wales		0 13 7
Kenney, Mr	St. Jude's, Wolverhampton		0 11 0
Kneebone, Mr	59, Church-street, Falmouth		0 15 0
Lethbridge, Mr	Bd. S., Brighton		0 11 1
Lloyd, Mr		0 10 0	
Lowe, Miss	W. S., Approach-road, Victoria Park		0 10 0
Mellish, Miss	3, Dean-street, Brighton		0 14 0
McLeod, Miss	Bd. S., Holden-street, Battersea		0 16 4
Morgan, Rev J.	Rectory, Dowlais		0 10 0
Morris, Mr	Bd. S., Holden-street, Battersea		0 15 0
Oliver, Mr W. S.	Weymouth-terrace, Hackney-road		0 18 0
Pender, Mr	School-house, Princetown, Dartmoor		0 15 6
Pratt, Mr	Middleton-road S., Dalston		0 10 0
Price, Mrs.	Bd. S., Lyham-road, Brixton		0 12 6
Reakes, Mr	Bd. S., Westmoreland-road, S.E.		0 11 5
Redgate, Miss	Holy Trinity, Dover		0 12 6
Richards, Mr	Charlotte-street, Dowlais		0 10 0
Roberts, Miss	Bd. S., Lyham-road, Brixton		0 16 6
Russell, Mr	Bd. S., Wirtemberg-street, Clapham		0 10 0
Scott, Mr	South Shields		0 10 0
Scriven, Mr	Bd. S., High-street, Bromley		0 15 0
Smith, Mr W. M.	Cedars-road, Clapham		0 10 0
Smith, Mr G. F.	St. Paul's, Southport		0 11 0
Snell, Miss	Bd. S., Warley-street, E.		0 10 0
Spencer, Mr J. F.	Tynemouth		0 10 0
Stiff, Mr	Cedars-road, Clapham		0 10 0
Sykes, Mr	Bd. S., Gillespie-road, N.		0 18 6
Taylor, Mr	Lancasterian S., Manchester		0 12 0
The Rector	Dowlais		0 10 0
Tidmarsh, Mr	13, Borough-street, Brighton		0 10 0
Tidmarsh, Mrs.	13, Borough-street, Brighton		0 10 0
Tomkies, Mr.	Bd. S., Langley, Slough		0 12 0
Tomlinson, Mr	Bd. S., Nichol-street, Shoreditch		0 17 0
Tottle, Mr	High Wycombe S.		0 19 0
Truran, Mr	Dowlais		0 10 0
Usherwood, Mr	Bd. S., St. Thomas', Limehouse		0 17 6
Vernon, Mr	Clapham		0 10 0
Vincent, Mr R. J.	Bd. S., Larkhall-lane, Clapham, S.W.		0 10 0
Voisey, Mr	Bd. S., Bellenden-road, S.E.		0 12 2
Ward, Mr.	Thame, Oxford		0 10 0
Warren, Miss	Bd. S., New-road, Wandsworth		0 14 6
Welch, Mr.	Roupell Park, Streatham Hill		0 10 0

		£ s. d.	£ s. d.
Wheaton, Mr	Bd. S., Sleaford-street, Battersea		0 12 5
Whitlock, Miss	Bd. S., Westmoreland-road, S.E.		0 12 0
Woodifield, Miss	St. Paul's S., Dalston		0 15 0
Wright, Mr	B. S., Chester		0 15 0

ASSOCIATIONS.

Merionethshire			0 17 0

SUBSCRIBERS.

Beasley, Mr	Northampton		0 5 0
Bentley, Mr	N. S., Ambleside		0 5 0
Beynon, Miss	St. Luke's S., Liverpool		0 5 4
Blackie & Sons	London and Glasgow		0 5 0
Bradley, Mr	N. S., Isleham, Soham, Norfolk		0 5 0
Brown, Mr	Wold, North Hants		0 5 0
Cale, Mr	Bridgenorth		0 5 0
Carmichael, Mr	Dowlais Office, Dowlais		0 5 0
Carr, Mr	Stockbury S., Kent		0 5 0
Chatterton, Mr T.	Knapp-road, Bromley		0 5 0
Clarke, Mr	Weymouth House S., Bath		0 5 0
Clarke, Mr J.	N. S., Old Swinford, Stourbridge		0 5 0
Clegg, Miss	Lilycroft Bd. S., Manningham, Bradford		0 5 0
Davies, Miss	Gellifaelog Inf., Dowlais		0 5 0
Day, Mr	Boys' Home, Farningham		0 5 0
Durant, Miss	St. Paul's S., Dalston		0 5 0
Easterbrook, Mr	St. Mary's, Grange-road, Bermondsey		0 5 0
Edmonds, Miss	Bd. S., Shap-street, London, E.		0 9 0
Evans, Miss	Dowlais S.		0 8 3
Faulkner, Mr	Northampton		0 5 0
Frere, Rev J. W.	St. Mary's, Wolverhampton		0 5 0
Forryan, Mr	St. Andrew's S., Bradford		0 5 0
Floyd, Mr W. J.	Bd. S., Baldhu Chase-Water, Cornwall		0 7 0
Gayner, Miss	St. Mark's, Bath		0 5 6
Gooch, Miss	Bd. S., Folkestone		0 5 0
Grimes, Mr	Landport, Portsmouth		0 5 2
Guise, Mr	N. S., Alkham, Dover		0 7 0
Gunnell, Mr	Faversham-street Bd. S., Bradford		0 5 0
Hall, Mr	W. S., Brixton Hill		0 5 0
Hales, Miss	Stockbury, Sittingbourne		0 5 6
Hardy, Mr	80, Boxhill-terrace, Brighton		0 5 10
Harman, Mr	Bd. S., Lyham-road, Brixton		0 7 6
Harris, Mrs	Northampton		0 5 0
Hayes, Mr	St. James-the-Less, Victoria Park		0 5 0
Heller, Mrs	40, Gauden-road, Clapham		0 5 0
Hicks, Miss	Kirkby Malham, Bell Bush, Leeds		0 5 0
Higham, Rev	St. Mary's, Wolverhampton		0 5 0
Hincley, Miss	Holy Trinity S., Dover		0 5 1
Hirst, Mr	Boys' S., Dowlais, South Wales		0 5 0
Hodges, Miss	Hulme Girls' S., Manchester		0 5 0
Holbrook, Miss	Axford, Marlborough, Wilts		0 5 1
Houlson, Mr	Boys' S., Dowlais, South Wales		0 5 0
Jagger, Mr	Feversham-street, Higher Bd. S., Bradford		0 5 0
J. H. C.	Dowlais Office		0 5 0
Johnson, Mr	St. Paul's Bd. S., Bow Common		0 5 0
Jones, Mr	Whetley-lane Bd. S., Bradford		0 5 0
Jones, Mr S.	Havod, Dowlais		0 5 0
Jones, Mr O.	Mold, North Wales		0 5 0
Jones, Mrs	St. Saviour's, Herne Hill		0 5 0
Jones, Misses	Brynteriol, Mold, North Wales		0 5 0
Knight, Mr	Portway House, Weston, Bath		0 5 0
Laing, Mr	Bd. S., Blennerhassett, Carlisle		0 5 0
Langley, Mr	Training College, Horseferry-road, S.W.		0 5 0

		£ s. d.	£	s.	d.
Lauer, Mrs	Bd. S, Tennyson-road, S.W.		0	5	0
Lewis, C.	45, Balaclava-road		0	5	0
Lindsay, Mr	St. Michael's S., Bradford		0	5	0
Lishman, Mr	Belle Vue Higher Bd. S., Manningham, Bradford		0	5	0
Lloyd, Mrs	4, Lindove-road, Clapham Common		0	5	0
Mackarell, Miss	Bd. S., Sandwich		0	5	0
Mackay, Miss	Bd. S., Chatham Gardens, Hoxton		0	9	6
Mears, Mr	St. Peter's, De Beavoir Town, E.		0	5	8
Minter, Miss	Bd. S., Westmoreland-road, S.E.		0	9	7
Newing, Miss E.	Holy Trinity S., Dover		0	5	3
Nutter, Mr S.	St. Andrew's Mission S., Bradford		0	5	0
Oakley, Mr	Glengall-road S., Cubitt Town		0	5	0
Oliver, Miss	Girls' S., Dowlais		0	5	0
Orton, Mr	Northampton		0	5	0
Paine, Miss	Whitstable		0	5	0
Phillips, Mr D.	Phillips and Evans, Merthyr		0	5	0
Platt, Mr W.	Whetley-lane S., Bradford		0	5	0
Purnell, Mrs	Market-street, Dowlais		0	5	0
Pyle, Mrs	Bd. S., Gideon-road, Battersea		0	8	9
Rlaken, Master W.	Holy Trinity S., Dover		0	5	0
Rose, Mr	St. Andrew's S., Portslade-by-Sea		0	6	5
Rowbotham, Mr	St. Peter's S., Wolverhampton		0	7	6
Russell, Mr J. E.	Usher-street Bd. S., Bradford		0	5	0
Saturley, Miss	New-road Bd. S., Wandsworth		0	5	0
Saunders, Miss L. A.	Ch. Ch. S., Folkestone		0	6	0
Severs, Mr	W. S., Bingley		0	5	0
Smith, Mr G. M.	Burdett-road Bd. S., Limehouse		0	5	0
Smith, Mr W. F.	Ricardo-street Bd. S., Poplar		0	5	0
Snart, Mrs	Bd. S., Pritchard-road, E.		0	7	0
Speight, Mr	Adlington S., Chorley		0	5	0
Street, Miss	Ch. Ch. S., Hoxton		0	5	9
Street, Miss E.	St. Saviour's S., Hoxton		0	5	0
Sykes, Mr	B. S., Cleckheaton		0	5	0
Taylor, Mr	St. George's S., Cannon-street-road, E.		0	5	0
Tidmarsh, Mr	13, Borough-street, Brighton		0	7	4
Thompson, Mr	Bowling Back-lane Bd. S., Woodford		0	5	0
Usherwood, Mr	Baker-street S., Stepney		0	5	0
Webb, Mr A. M.	Bd. S., Fairfield-road, Bow, E.		0	6	6
Wells, Mr	Bd. S., Lindfield, Hayward's Heath		0	9	6
Wheaton, Miss	Bd. S., Sleaford-street S., Battersea		0	8	0
Whitaker, Mr	Ben Jonson S., Stepney		0	5	0
Whitehouse, Mr	Bd. S., Hindle-street, Shacklewell		0	7	0
Woodman, Mr	Gellifaelog S., Dowlais		0	5	0
Woodman, Mr	Gellifaelog S., Dowlais (sums under 5s.)		0	8	6
Wortley, Miss	Bd. S., Turner-street, Stepney		0	5	0
Wright, Mr W	W. S., Keighley		0	5	0

RESULT OF FIRST ELECTION TO HOME ALLOWANCES, HELD AT 7, ADAM STREET, ADELPHI, W.C., ON APRIL 5TH, 1879, FROM 3 TO 5 P.M.

1.—Porter, Ernest Thomas, 8, Villiers-road, Hertford	These had been previously Elected by the Council.	
2.—Winterburn, Annie, 28, Samuel-street, Camp-road, Leeds		
3.—Windsor, Alice Maud	360 Votes	Deceased.
4.—Northey, Edith Ellen, Emma Cottage, Chacewater	195 ,,	Elected.
5.—Rake, Mary Heslop, Birtley, Chester-le-Street	183 ,,	
6.—Netherton, Edgar Henry, Morval, Liskeard	105 ,,	
7.—Fish, Emmeline, Manton, Marlborough	101 ,,	
8.—Burgum, Henry Oscar, Old Buckenham, Attleboro', Norfolk	66 ,,	Not Elected.

Second Election to Home Allowances, December 6th, 1879.

1.—Cale, Mary, Brixworth, Northampton	1,774	Votes	Elected.
2.—Pye, Isabel Edith, Northam, Devon	977	,,	
3.—Fish, Walter, Manton, Marlborough	891	,,	
4.—Beharrell, John George, Almondbury	514	,,	Afterwards Elected by the Council.
5.—Taylor, Lawrence, 7, Greville-terrace, Leckhampton, Cheltenham	442	,,	Not Elected.
6.—Rake, Evangeline Olivia, Birtley, Chester-le-Street	314	,,	
7.—Orton, Annie Louisa, 23, Railway-street, West Bromwich	75	,,	

Third Election to Home Allowances, June 26th, 1880.

1.—Shields, Henry John	1,157	Votes	Elected.
2.—Hearfield, Arthur	965	,,	
3.—Horner, William	853	,,	
4.—Milliner, George Herbert	668	,,	Not Elected.
5.—Rake, Evangeline Olivia	*662	,,	
6.—Loveless, Maud	619	,,	
7.—Chesters, Ernest Fielding	245	,,	
8.—Dye, Ernest, Richard	179	,,	
9.—Garden, Emily	33	,,	

* This includes 314 votes recorded at Second Election.

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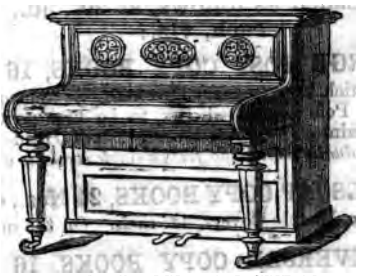

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